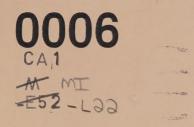


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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



HOUSEHOLD MOVERS & SHIPPERS LTD.

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SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Formulaire form

36 14 , 4, 27 , 1 TELEPHONE NUMBER MUMERO DE TELEPHONE SCEAU DE LA CORPORATE 198 SOCIETE 42 PROVINCES / TERRITORIES PROVINCES! IERRITONES SEAL 156 AlB 3R9 dame of officer responsale for employment equity - now de l'agent responsable de l'équit ét matiere d'émplor 0.0 AREA CODE NWI-IWH DAT -ONT QUE DE B. W. B. M. MAN MAN PELLA SASK . SASK ALTA ALB MFLD-T -M N.S.M.E. 8.C.C.4 YKN-YUL 3 NFLD. TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIES AU CANADA DESIGNATED CM AS ST. JOHN'S R M R DESIGNEES Household Movers & Shippers Limited COMMON OR BUSINESS NAME - NOM USUES OU RAISON SOCIALE EDMONTON VANCOUVER MONTREAL TORONTO WINNIPEG CALGARY HALIFAK Mrs. Juanita Mercer RE GINA (3) (E) EQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE HOUSEHOLD MOVERS P.O. BOX 8923 Payroll Clerk EMPLOYEES LOCATED IN MAILING ADDRESS - ADRESSE POSTALE (INDICATE NUMBER OF GÉOGRAPHIQUES POSITION TITLE - TITME OU FONCTION INDIQUER LE NOMBRE Granita GEOGRAPHICAL DE SALARIES DANS CHAQUE SECTEUR) EACH AREA) SECTEURS OUL LES RENSEIGMEMENTS FOLMMES DANS LES FORMULAIMES I A 6 DU MESENT RAPPORT SONT, AUTANT OUR JE SACHE, VRAIS ET EXACTS A TOUS ÉGARDS information contained in forms 1 to 6 of this report is true and accurate in every respect, to the best of My Knowledge and belief 0 0 0 0 SHGNATURE - SIGNATURE ATTESTE PARLES PRESENTES AU WOM DE (Nom de l'employeur) NUMBER OF TEMPOHARY EMPLOYEES
MOMBRE DE SALARIES
TEMPORAIRES MO OF EMPLOYEES MO. OF EMPLOYEES MO. OF EMPLOYEES NO OF EMPLOYEES 198 HEREBY CERTIFY ON BEHALF OF (Name of employer) 50 V 19 CLYDE AVE DONOVANS INDUSTRIAL PARK
HAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - MOM DU MEMER DOMOGRAM DE L'ENTRÉMISE HOUSEHOLD MOVERS & SHIPPERS LIMITED Chairman of the Board of Directors (2) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADMESSE D'AFFAIRES NATIONALE PRINCIPALE DAIR - JUNG 14 1990 MOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL Truck Transport Industries NUMBER OF PERMANENT PART-TIME EMPLOYEES 4 Mr. Richard Hibbs Juanita Mercer MOUSTALAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 (2) FULL LEGAL NAME - NOM LEGAL AU COMPLET MDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ A INDUSTRIAL SECTOR 3 -BRANCHE D'ACTIVITÉ 3 MOUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ POSTION TITLE. TITLE OU FONCTION NOMBRE DE SALARIES PERMANENTS A TEMPS PLEM NUMBER OF PERMANENT FULL-THAE EMPLOYEES 16 (Name) JE. (Nom) 0 0 0 0 (2) 3 (2) (2) 3 (2) NOW DE L'EMPLOYEUR HAME OF EMPLOYER CERTIFICATION EMPLOYMENT ATTESTATION D'EXACTITUDE CATEGORIES BRANCHE(S) CATEGORIES FONCTION INDUSTRIAL SECTOR(S) D'ACTIVITÉ POSITION OFFICERS ACCURACY ADDRESS AGENTS SALARIES ADRESSE STATUS JO - ロロストールーレスト MA-AZZON 90 * 440 0 0 x h ALTMULAL-OS * W & O & F VDZZ4K> OWZH-W-UXH-OZ

NOTE: See instructions to complete all forms NOTA: Voir instructions pour remplir tous les formulaires

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LAP 3847 (7-86)

Employment and Immigration Canada

Emploi et Immigration Canada

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÈQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form

TELEPHONE NUMBER NUMERO DE TÉLEPHONE CORPORATE SCEAU DE LA 364-4271 SOCKETE PROVINCE STERRITORIES PROVINCES TERRITORES SEAL 42 156 NAME OF OFFICER NESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI 198 ANEA CODE 6 0 N.W.I.-I.W.O MAN MAN PEL-1.P.E. SASK - SASK ALTA ALB NFTD . T. N ONT.OWF QUE -OX N.B.-N.-B. B.C.-C.-B IKN .YUK N.S.M.E Household Movers & Shippers Limited St. John's, NF AlB 3R9 TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALABÉS AU CANADA DESIGNATED C M AS R M R DESIGNÉES VANCOUVER EDMONTON MONTREAL LORONTO WINNIPEG COMMON ON BUSINESS NAME - NOM USUEL OU RAISON SOCIALE CALGARY HALIFAX REGINA Mrs. Juanita Mercer Household Movers GÉOGRAPHIQUES 8923 1 Payroll Clerk GEOGRAPHICAL EMPLOYEES LOCATED IN (INDICATE NUMBER OF INDIQUER LE NOMBRE MAILING ADDRESS - ADMESSE POSTALE POSITION TITLE - HTME OU FONCTION DE SALARIES DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS Box THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) QUE LES RENSEGEMENTS FOURMS DANS LES FORMULAIRES 1 A 6 DU PRESENT RAPPORT SONT, AUTANT QUE LE SACHE, VRAIS ET EXACTS A TOUS ÉGARDS. P.0. HEREBY CERTIFY ON BEHALF OF (Name of employer) (A) (7) NO. OF EMPLOYEES NOMBRE DE SALARIÉS SIGNATURE - SIGNATURE NO. OF EMPLOYEES NO. OF EMPLOYEES NO. OF EMPLOYEES NUMBER OF TEMPORARY EMPLOYEES MOMBRE DE SALARIES TEMPORAIRES 198 50 ① 19 Clyde Ave. Donovans Industrial Park NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PRÉMIER DIRIGEANT DE L'ENTREPRISE Household Movers & Shippers Limited (3) Chairman of the Board of Directors ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE NOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT PART-TIME EMPLOYEES Truck Transport Industries 30/90 V Richard Hibbs Richard Hibbs 3 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 TULL LEGAL NAME - NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 2 - MAANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ DATE - DATE POSITION TITLE - TITRE OU FONCTION PERMANENTS A TEMPS PLEIN NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS 91 Mr. JE. (NOM) i, (Name) 0 0 (2) 3 **E** 3 3 (3 NOM DE L'EMPLOYEUR NAME OF EMPLOYER CERTIFICATION ATTESTATION D'EXACTITUDE FONCTION MPLOYMENT CATEGORIES BRANCHE(S) CATEGORIES INDUSTRIAL D'ACTIVITÉ OFFICERS POSITION SECTOR(S) SALARIÉS ACCURACY AGENTS STATUS ADDRÉSS ADRESSE DE OF -02 MR-AZZON RAGOOF 93 -02 -OWZH-4-UKH-OZ ~ w a O & -WIZZEK

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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOIR INSTRUCTIONS POUR REMPLIE TOUS LES FORMULAIRES

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LMP 3847(9-86)

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS A TEMPS PLEIN*

NOTE: See instructions NOTA: Voir instructions

formulaire 2 Partie A, Page 1

Women Col 13 1989 Members of Visible Minorities Membres des minorités visibles Reporting Period: Période de rapport: Men Hommes Col 12 Total Number Nombre total Col. 11 Women Col. 10 Truck Transport Industries Designated CMA (specify) RMR designee (préciser) Persons with Disabilities Personnes handicapées Hommes Col 9 Men Total Number Nombre total Col. B Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men gol 6 Total Number Nombre total Col 5 Province / Territoiry (specify) Province / territoire (preciser) Women Shippers Limited All Employees Tous les salariés Men Total Number Nombre total Ø Household Movers Quarter National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de rémunération 000 999 999 999 999 999 000 666 Col. 1 550 660 664 664 227 229 335 335 335 20 X Occupational Groups Catégories professionnelles Upper- level managers Cadres superieurs Name of Business: Nom de l'entreprise Location-Endroit

Treprèsente les salaires du quarter. 4 refers to the highest salair guarter. Treprèsente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé.

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés, temporaires

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Foremen/women

Supervisors

Contremaitres

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Semi-professionals and technicians Semi-professionnels et

techniciens

Professionals Professionnels

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Middle or other managers Cadres intermediaires et

autres cadres

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form 2 Part A. Page 2

NOTE: See instructions									Oscio	Posson County Disabilities	y di	Members of	Members of Visible Minorities	Minonties
	Top and bottom			All Employees Tous les salariés		Ā	Abonginal Peoples Autochtones		Perso	Personnes handicapées	èes	Membre	Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	Maximum et minimum de	Quarter	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Nombre total	Hommes	femmes
	remuneration Col 1	,	Col 2	Col 3	Col 4	(ol 5	Gol 6	(10)	Col 8	6 10)	Col 10	Col 11	Col 12	(01.13
Clerical workers Employes de bureau	22 500 - 24 999 12 500 - 14 999	4 6 % -	6. 3 14	2 1 0 0	4 3 14									
Sales workers Employes du secreur de la vente	45 000 49 999 30 000 -	4 E ~ -	2 0 5 2	1 2 3	7007									
Service workers Employes du secteur des services		3 -	aoac	0000	0000									
Skilled crafts and trades workers Travailleurs qualities et artisans		4 6 7 -	0 0 0	0000	0000							-	-	0
Semi-skilled manual workers Travalleurs manuels spécialisés	55 000 - 59 999 20 000 - 22 499	4 m ~ -	2 0 7 29	2 7 7 29	0000							000	000	000
Other manual workers Autres travailleurs manuels		4 M 7-	0 0 0	0000	0000									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	OF EMPLOYEES L DE SALARIÉS		91	99	25		the president of the state of t					1	- 7	0

1 M 1871 (9:40) P 2

Treject to the lowest salary quarter, 4 refers to the highest salary quarter to plus eleve Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve



OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire 2 Partie B, Page 1

Women Col 13 1989 Members of Visible Minorities Membres des minorites visibles Reporting Period: Période de rapport: Men Hommes Col 12 Total Number Nombre total Col 11 Women Col 10 Truck Transport Industries Designated CMA (specify) RMR designée (préciser) Persons with Disabilities Personnes handicapees Men Col 9 Total Number Nombre total Col 8 Women Col. 7 Industrial Sector: Branche d'activité: Aboriginal Peoples Autochtones Men g loo Total Number Nombre total Col 5 Province / Territory (specify)
Province / territoire (preciser) Women Col 4 Shippers Limited All Employees Tous les salariés Men Col 3 Total Number Nombre total Col 2 Household Movers & Quart National (Canada) National (Canada) Top and bottom of salary range Maximum et minimum de l'échelle de remunération Col 1 \times Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et NOTE: See instructions NOTA: Voir instructions Semi-professionals and technicians Semi-professionnels et techniciens Upper-Tevel managers Cadres superieurs Name of Business: Nom de l'entreprise. Foremen/women Location-Endroit Professionals Professionnels autres cadres Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salariès temporaires

1 MF 3886 (9 86) P 1

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins élevé, 4 represente les salaires du quart le **plus éleve** 8



	Top and bottom of salary range	:	1	All Employees Tous les salariés		AŁ	Aboriginal Peoples Autochtones	~	Perso Perso	Persons with Disabilities Personnes handicapées	ties	Member	Members of Visible Minorities Membres des minorites visibles	orities
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	- ē	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	g lo)	C lo 2	(0) 8	6 10)	Col 10	Col 11	Col 12	Col 13
Clerical workers Employes de bureau	12 500 - 14 999 7 500 - 9 999	7 2 3	0 0	0000	0 0 1									
Sales workers Employes du secteur de la vente		4. m. N	0 0 0 0	000	0000									
Service workers Employes du secteur des services		4 m 7 =	0 0 0	0 0 0	0 0 0									
Skilled crafts and trades workers Travailleurs qualifies et artisans		7 - 7	0000	0 0 0	0 0 0									
Semi-skilled manual workers Travailleurs manuels specialises	45 000 - 49 999 12 500 -	4 E 2	0 0 1	1 0 1	0 0 0									
Other manual workers Autres travailleurs manuels		4 E 2 =	0000	0000	0000									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	DE SALARIÉS		4	2	2									

1 MH 1880 (9:80) F 2

Trefers to the lowest salary quarter, a refers to the highest salary quarter!
Trepresente les salaires du quart le moins eleve; a représente les salaires du quart le plus eleve

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIES TEMPORAIRES*

Formulaire 2 Partic, Page 1 Reporting Period: Période de rapport

6861

Truck Transport Industries

Industrial Sector: Branche d'activité:

Shippers Limited

Household Movers &

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Province / Territory (specify)
Province / territoire (preciser)

National (Canada)

ď

Location-Endroit

Women Col 13

Members of Visible Minorities Membres des minorités visibles Men Cot 12 Total Number Nombre total Col 11 Women Col 10 Persons with Disabilities Personnes handkapees Men 6 lo Total Number Nombre total Col B Women Col. 7 Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total COI S Women Col 4 All Employees Tous les salaries Men Hommes CO1 3 Total Number Nombre total Col 2 Quarter 4: M: 4: W Top and bottom of salary range Maximum et minimum de l'echelle de remuneration Col. 1 Occupational Groups Catégories professionnelles Middle or other managers Cadres intermédiaires et Semi-professionals and Upper-level managers Cadres superieurs Semi-professionnels et techniciens Professionals Professionnels autres cadres Supervisors technicians

Use separate Parts for permanent full-time and permanent part-time employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés permanents à temps partiel -44

Foremen/women Contremaitres

1 9 (38-8) (888 9W1

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé *



Formulaire 2 Partic, Page 2

Women Col 13 Members of Visible Minorities Membres des minorites visibles Men Col 12 Total Number Nombre total Col 11 Women Col 10 Persons with Disabilities Personnes handicapées Men Col 9 Total Number Nombre total Col 8 Women Col 7 0 0 Aboriginal Peoples Autochtones Men Gol 6 7 Total Number Nombre total Col S 7 $^{\circ}$ Women 000 0000 000 All Employees Tous les salariës Men Col 3 48 0000 Total Number Nombre total Col. 2 ooodoood 00002274 00 aaad Quarter 4 m ~ -4 m ~ 4 W. 4 M N = 4 m Top and bottom of salary range Maximum et minimum de l'échelle de remuneration 999 500 500 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS 17 500 19 999 2 500 4 999 Col 1 1000 Semi-skilled manual workers Travailleurs manuels spécialisés Occupational Groups Catégories professionnelles Autres travailleurs manuels Sales workers Employes du secteur de la vente Skulled crafts and trades workers Travailleurs qualifiés et artisans Service workers Employés du secteur des NOTE: See instructions NOTA: Voir instructions Other manual workers Clerical workers Employes de bureau services

LMP 3887 (9:86) P 2

Trepresente les salaires du quarter, 4 refers to the highest salairy quarter/ Trepresente les salaires du quart le moins éleve, 4 represente les salaires du quart le plus elevé

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

3 Partie A Furm

Women 0 0 Members of Visible Minorities Membres des minorites visibles Men Hommes Col 11 19 89 \neg Truck Transport Industries Total Number Nombre total Reporting Period. Periode de rapport: Cot 10 _ Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Industrial Sector.
Branche d'activite. Total Number Nombre total Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / Territoire (preciser) Col 5 Total Number Nombre total Household Movers & Shippers Limited Col 4 Women Col 3 0 7 2 14 \sim -0 0 ~ 0 0 0 25 All Employees Tous les salariés Men Col. 2 0 0 0 0 10 10 7 7 National (Canada) National (Canada) 14 7 7 8 99 Total Number Nombre total Col. 1 0 2 14 7 8 7 1 16 7 11 8 8 91 Z TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over SALARY RANGES ECHELLES DE RÉMUNERATION \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$40,000 - \$49,999 Under Moins de \$10.000 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 \$35,000 - \$39,999 666'69\$ - 000'05\$ NOTE. See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise. \$70,000 Location-Endroit

t MP 3848 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL *

Part B Partie B

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Truck Transport Industries

Industrial Sector Branche d'activité

Shippers Limited

Household Movers &

NOTE. See instructions NOTA Voir instructions

Name of Business: Nom de l'entreprise

Women (01 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 1989 Total Number Nombre total Reporting Period. Période de rapport: Col 10 Women 6 100 Personnes handkapees Men Col B Total Number Nombre total C 00 7 Women 9 100 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify)
Province / territoire (preciser) Col S Total Number Nombre total Col 4 Women Col 3 0 0 0 \vdash 0 0 0 0 0 0 0 0 $\overline{}$ All Employees Tous les salaries Men Hommes Col 2 0 0 0 0 0 \vdash 0 0 0 0 0 0 National (Canada) National (Canada) Total Number Nombre total Col 1 0 0 0 ~ 0 7 0 0 0 0 0 _ 0 X and over et plus SALARY RANGES ECHELLES DE REMUNÉRATION \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000 - \$17,499 \$25,000 - \$29,999 817,500 - \$19,999 \$20,000 - \$24,999 \$30,000 - \$39,999 \$40,000 - \$49,999 Under Moins de \$2,500 \$2,500 \$4,999 \$5,000 - \$7,499 66668 - 00578 Lucation Endroit

Use separate Parts for permanent full time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

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4

TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES

\$50,000

Canada

SALARY SUMMARY: TEMPORARY EMPLOYEES* PROFIL SALARIAL: SALARIÉS TEMPORAIRES*

Form Partic S Partic C

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col. 11 1989 Industrial Sector: Branche d'activité: Truck Transport Industries Total Number Nombre total Reporting Period: Période de rapport: Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col 7 Women Col 6 0 0 0 Aboriginal Peoples Autochtones Men Hommes Province / Territory (specify) Province / territoire (préciser) Col 5 Total Number Nombre total Col 4 Shippers Limited Women Col 3 2 0 0 0 0 0 0 0 0 0 0 0 - \vdash All Employees Tous les salariés Men Hommes Household Movers & Col. 2 0 0 48 0 10 10 0 0 0 4 10 6 4 ~ National (Canada) Total Number Nombre total Col. 1 0 0 50 10 10 0 0 0 0 S 6 4 \rightarrow 11 W TOTAL NUMBER OF EMPLOYEES
NOMBRE TOTAL DE SALARIES \$50,000 and over \$30,000 - \$39,999 \$40,000 - \$49,999 SALARY RANGES ECHELLES DE REMUNÉRATION \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 Under \$2,500 Moins de \$2,500 \$5,000 - \$7,499 666'6\$-005'4\$ \$2,500 - \$4,999 NOTE: See instructions NOTA: Vair instructions Nom de l'entreprise Name of Business: Location-Endroit

Use separate Parts for permanent full-time and permanent part-time employees Utiliser les autres parties pour les salariés permanents à temps plein et les salariés permanents a temps partiel

£MP 3850 (9-86)

Household Movers & Shippers Limited

NOTE See instructions NOTA Voir instructions

Name of Business: Nom de l'entreprise

Employment and Immigration Canada Emptor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEEŞ HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Truck Transport Industries Industrial Sector: Branche d'activité:

Form Formulaire 4 Partie A

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 6861 Total Number Nombre total Col 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Hommes Col 8 Men Total Number Nombre total Col 7 Women Gol 6 Aboriginal Peoples Autochtones Men Col S Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col 4 Women Col 3 0 8 0 0 0 0 0 0 0 0 7 0 All Employees Tous les salaries Men Hommes Col. 2 0 0 0 0 0 0 \sim 0 0 0 0 National (Canada) National (Canada) Total Number Nombre total Col 1 0 3 0 7 0 0 0 0 0 0 X TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Employés du secteur de la vente Travailleurs manuels specialises Semi-skilled manual workers Other manual workers Autres travailleurs manuels Upper-level managers Cadres superreurs Clerical workers Employès de bureau Forementhomen ocation-Endroif Service workers

Professionals Professionnels

Surveillants

Sales workers

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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EMP 3870 (9:86)

NOTE See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Part B Partie B 4 Form Formulaire

Canadä Women Femmes Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 Total Number Nombre total 6861 Industrial Sector.

Branche d'activité: Truck Transport Industries Col 10 Reporting Period: Période de rapport Women 6 103 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col 7 Women 9 loo Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col 4 Shippers Limited Women Col 3 0 0 0 0 0 0 0 0 0 0 C 0 0 All Employees Tous les salariés Men Household Movers & Col. 2 0 0 0 0 0 0 0 0 0 0 0 Total Number Nombre fotal National (Canada) Col 1 0 0 0 0 0 0 pu i 0 0 0 0 0 \square TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles semi-professionals and technicians semi-professionnels et techniciens t mployes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans sales workers f mployés du secteur de la vente Semi-skilled manual workers Travailleurs manuels spécialises Autres travailleurs manuels Other manual workers Upper-level managers Cadres supérieurs Clencal workers Employes de bureau Nom de l'entreprise Name of Business. Luremen/women Lucation-Endroit Service workers Contremaitres Professionals Professionnels Surveillants

1 Mr 3890 (9:86)

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires *

NOTE: See Instructions NOTA: Voir instructions

TEMPORARY EIAPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS TEMPORAIRES*

Form A Paric C

Name of Businests: Nom de l'entreprise: HOUS	Household Mov	ers & Ship	Shippers Limited	nited			Industrial Sector: Branche d'activité:	1	Pransport	Truck Transport Industries	es	
Location-Endroit X National Canada) National (Canada)	nada)	Province /	Province / Territory (specify) Province / territoire (preciser)	() ()						Reporting Period: Période de rapport:	d: 1989	
Occupational Groups		All Employees Tous les salariés		Ì	Aboriginal Peoples Autochtones		Pers	Persons with Disabilities Personnes handicapées	es	Memb	Members of Visible Minorities Membres des minorités visibles	rithes subles
Categories professionnelles	Total Number Nombre total	Men	Women	Total Number Mombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Upper-level managers	3	Col. 2	<u>e</u>	6 .4	Col. S	3	Col. 7	6.8	(Ol. 9	Col 10	Col. 11	Col. 12
Middle or other managers Cadres intermediaires et autres cadres	0	0	0									
Professionals Professionnels	0	0	0									
Semi-professionals and technicians Semi-professionnels et techniciers	0	0	0			,						
Supervisors Surveillants	0	0	0									
Foremenwomen Contremaitres	0	0	0									
Clerical workers Employes de bureau	1	0	1									
Sales workers Employes du secteur de la vente	0	0	0									
Service workers Employes du serteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0									
Semi-skilled manual workers Travailleurs manuels spécialisés	15	15	0									
Other manual workers Autres travailleurs manuels	0	0	0									
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	16	15	1									

144" JUST (7-86)

Use separate Parts for permanent full-time and permanent part-time employees.
 Utiliser les autres parties pour les salairés permanents à temps pien et les salaires primanents à temps partiel.

Household Movers & Shippers Limited

NOTE: See instructions NOTA: Voir instructions

Name of Business. Nom de l'entreprise.

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED*

AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

5 Part A Form formulaire

Truck Transport Industries

Industrial Sector. Branche d'activité.

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or writhin which they have been last promoted) Salaries promus (lets salaries promus au cours de l'annee dowent être inscrits seulement dans la catégorie professionnelle a l'aquelle ou a l'intérieur de l'aquelle ils ont êté promus en dernier) 6861 Men Hommes Col 11 Reporting Period: Période de rapport Total Number Nombre total Col 10 Women Col. 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 Women Col. 3 0 0 00 0 0 0 0 0 0 0 0 0 All Employees Tous les salariés Men Col 2 0 70 0 0 0 0 0 0 0 0 0 Total Number Nombre total National (Canada) Col. 1 0 70 0 0 0 0 0 0 0 0 0 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS 8 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur des services Semi-skilled manual workers Travailleurs manuels spécialises Employes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Ciencal workers Employes de bureau Foremen/women Location-Endroit Service workers Contremaitres Sales workers **Professionnels** Professionals Supervisors

LMP 3869 (9-86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires



NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Form formulaire 5 Part B

PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus fets salaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'antèrieur de laquelle its ont été promus en dernier) 19 89 Men Col. 11 Reporting Period: Période de rapport: Total Number Nombre total Industrial Sector:
Branche d'activite: Truck Transport Industries Col. 10 Women Femmes Col. 9 Persons with Disabilities Personnes handicapées Men Co | B Total Number Nombre total Col 7 Women g loo Aboriginal Peoples
Autochtones Men Hommes Col. 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Shippers Limited Women (O) 3 00 0 0 0 0 0 0 0 0 0 0 0 0 All Employees Fous les salariés Men Col. 2 0 00 0 0 0 0 0 0 0 0 0 0 0 Household Movers & Total Number Nombre total National (Canada) National (Canada) Col. 1 00 0 0 0 0 0 0 0 0 0 0 0 0 TOTAL NUMBER OF EMPLOYEES PROMOTED 3 NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Sales workers Employès du secteur de la vente Employes du secteur des services Semi-skilled manual workers Travailleurs, manuels specialises Travailleurs qualifies et artisans Autres travailleurs manuels Other manual workers Upper-level managers Name of Business Nom de l'entreprise: Employés de bureau Cadres superieurs foremen/women Location-Endroit Clerical workers Service workers Professionals Professionnels Contremaitres Surveillants

NOTE See instructions NOTA Voir instructions

Employment and Intringration Canada Emplor et Immigration Canada

TEMPORARY EMPLOYEES PROMOTED* AVANCEMENTS: SALARIES TEMPORAIRES*

formulaire 5 Partie C

Truck Transport Industries

Industrial Sector Branche d'activité.

Women Col 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which ur within which they have been last promoted) Salaires promos de Lannee dowent ette inscrits seulement dans la categorie profile a laquelle on a l'interieur de laquelle is ont ete promus en derment 19 89 Men Hommes Col 11 Reporting Period. Periode de rapport Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total (0) 7 Women g loo Aboriginal Peoples Autochtones Men Col S Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col 4 Household Movers & Shippers Limited Women Col 3 0 0 0 0 2 2 2 0 0 0 0 0 0 All Employees Tous les salaries Men Col 2 0 0 2 2 0 0 0 0 0 0 0 Total Number Nombre total National (Canada) National (Canada) Col 1 00 0 0 0 0 0 0 0 2 0 7 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS \boxtimes Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employes du secteur des services semi skilled manual workers Travailleurs manuels specialises imployes du secteur de la vente Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs employes de bureau Name of Business Nom de l'entreprise nemow/meman Lucation-Endroit lerical workers Professionals Professionnels Contremaitres sales workers Surveillants

Use separate Parts for permanent full-time and permanent part time employees Utiliser les autres parties pour les salanes permanents a temps plein et les salaries **permanents a temps** partiel

Canada

Emplor et Immigration Canada Employment and Immigration Canada

6 Parte A Form Formulaire

1989 Industrial Sector: Branche d'activité: Truck Transport Industries Reporting Period: Periode de rapport: PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PLEIN* Province / Territory (specify) Household Movers & Shippers Limited KT National (Canada) NOTE: See instructions
NOTA Voir instructions
Name of Business:
Nom de l'entreprise: Location-Endroit

		AllEmolowood		A	Aboriginal Peoples	SC	Pers	Persons with Disabilities	es	Membe	Members of Visible Minorities Membres des minorités visibles	sibles
		Tous les salariés			Autochtones		Per	Personnes nandicapees	1			Momon
Occupational Groups	Total Number	Men	Women	Total Number Numbre total	Men	Women	Total Number Nombre total	Men	Women	Nombre total	Hommes	Femmes
Categories professionnelles	Nombre total	Hommes	remmes		0.1.0	A Los	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12
	Col 1	Col. 2	Col 3	Col 4	Colo	9 50						
Lipper-level managers Cadres superieurs	0	0	0									
Middle or other managers Cadres intermediaires et autres cadres	0	0	0									
Professionals Professionnels	0	0	0									
semi-professionals and technicians semi-professionnels et techniciens	0	0	0									
Supervisors Surveillants	0	0	0									
Furementwomen Contremaitres	0	0	0									
Clerical workers Employès de bureau	7	1	9									
Sales workers Employès du secteur de la vente	0	0	0									
Service workers Employés du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0									
Semi-skilled manual workers Travailleurs manuels specialises	4	4	0									
Other manual workers Autres travailleurs manuels	0	0	0									
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	11	5	9								(
	Day and the Day	the for parmanen	road-time and t	the same and the common our time and temporary employees	es							

1 MP 3872 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaries

Shippers Limited

Household Movers &

NOTE: See instructions NOTA: Voir instructions

Name of Business. Nom de l'entreprise

Employment and Immigration Canada Emploi et Immigration Canada

Industrial Sector
Branche d'activité: Truck Transport Industries PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

6 Partie B

Form Formulaire

Canadä Women Col 12 Members of Visible Minorities Membres des minorités visibles Hommes Col 11 Men Total Number Nombre total 1989 Col 10 Reporting Period. Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col 7 Women Gol 6 Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires Aboriginal Peoples Autochtones Men Hommes Col. 5 Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col. 4 Women Col. 3 0 0 0 0 0 0 0 0 0 0 0 0 0 All Employees Tous les salaries Men Hommes Col. 2 0 0 0 0 0 0 0 0 0 0 0 National (Canada) Total Number Nombre total Col. 0 0 0 0 0 0 0 0 0 0 0 Middle or other managers Cadres intermediaires et autres cadres TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans £mployes du secteur des services Sales workers t mployes du secteur de la vente Semi-skilled manual workers Travailleurs manuels spécialises Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clerical workers Employés de bureau oremen/women Location-Endroit Service workers Contremaitres Professionnels Professionals Supervisors

(NP 3889 (9:86)

Household Movers & Shippers Limited

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Employment and Immigration Canada Emploi et Immigration Canada

TEMPORARY EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS TEMPORAIRES*

Form formulaire 6 Partie C

Truck Transport Industries

Industrial Sector: Branche d'activité:

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 19 89 Total Number Nombre total Col 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col. 3 0 0 0 0 2 0 0 0 0 0 0 0 All Employees Tous les salariés Men Col 2 0 0 0 0 8 0 0 0 0 0 0 0 8 Total Number Nombre total National (Canada) 00 0 0 10 0 0 0 0 0 0 2 0 0 œ Q Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Sales workers Employes du secteur de la vente t mployes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Employés de bureau Foremen/women Location-Endroit Clerical workers Service workers Professionals Professionnels Contremaitres Supervisors

Use separate Parts for permanent full-time and permanent part-time employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries permanents à temps partiel 4

Mr 1888 (9 86)

Emploi et Immigration Canada Employment and Immigration Canada 2 Parte, Page 1

Reporting Period: Periode de rapport Form Formulaire

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Transport Industries Truck

Industrial Sector: Branche d'activité:

Designated CMA (specify) RMR designée (préciser)

Persons with Disabilities Personnes handkapées Total Number Nombre total

Women

Men

Women Col 7

Total Number Nombre total Col. 5

Aboriginal Peoples Autochtones Men g loo

All Employees Tous les salariés Men Cot 3

> Total Number Nombre total Col 2

Quart

+ 000

70

Upper- level managers Cadres superieurs

000 999

Top and bottom of salary range Maximum et minimum de l'échelle de remuneration

Occupational Groups Categories professionnelles

0.0

Newfoundland

Province / Territory (specify)
Province / territoire (preciser)

ď

National (Canada) National (Canada)

Location-Endroit

Shippers Limited

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Household Movers

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

6 00

Col. 10

Total Number Nombre total

Members of Visible Minorities Membres des minorités visibles

Men Col. 12

Col 11

Col. 8

Col 13

000

000

000 000 666

Professionals Professionnels

60 64 227 229 335 335 335 335

Middle or other managers Cadres intermediaires et

autres cadres

0000

0000

Semi-professionals and technicians Semi-professionnels et techniciens

0

0

0000

Supervisors

Trepresante lowest salary quarter, 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins éleve; 4 represente les salaires du quart le plus elevé .

Use separate Pans for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés. Lemporaires

0

666 000 000

Foremen/women Contremaitres

1 Mr 3871 (9-80)

666

30 30

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Canadä

NOTE See instructions
NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

Occupational Groups	Top and bottom of salary range	:		All Employees Tous les salariés		4	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities	lies	Formulaire Members of V	Z dist	Partie A, Page 2
Categories professionnelles		Quart	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	Col 1		Col 2	Col 3	Col 4	Col S	Col 6	5017	8 100	0 100	00 1-0			
Cierical workers Employes de bureau	1.	4 E 2	5 2 5	0 1 5	7 7 7			5			0		Col 12	Col 13
Sales workers £mployes du secteur de la vente	45 000 - 49 999 30 000 - 34 999	- 4 m % -	2011	0010	133									
Service workers Employes du secteur des services	1 1	4 m ~ -	0000	0000	10000									
Skilled crafts and trades workers Travailleurs qualifies et artisans		4 m 7	0000	0000	0000									
Semi-skilled manual workers Travalleurs manuels specialises	35 000 - 39 999 20 000 - 22 499	4 m ~-	3 3 16 10	3 3 16 10	0000									
Other manual workers Autres travailleurs manuels		4 m ~ -	0000	000	0000									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	IF EMPLOYEES DE SALARIÉS		79	56	23									

Trefers to the lowest salary quarter. A relers to the highest salary quarter!
Trepresente les salaires du quart le mons éleve. A represente les salaires du quart le plus éleve

EMP 3871 (9-80) P. 2

Shippers Limited

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Household Movers

NOTE. See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Emploi et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL*

Page 1

2 Part B.

Formulaire

19 89

Reporting Period: Periode de rapport

Industrial Sector:
Branche d'activité: Truck Transport Industries

Designated CMA (specify) RMR designee (préciser)

Newfoundland

Province / Territory (specify)
Province / territoire (preciser)

All Employees Tous les salariés Men

National (Canada)

Location-Endroit

Aboriginal Peoples Autochtones

Women Col 7

Hommes

Total Number Nombre total Col 5

Women

Total Number Nombre total

Quarte

Top and bottom of salary range Maximum et minimum de l'echelle de remuneration

Occupational Groups Categories professionnelles

Col 1

Upper-level managers Cadres superieurs

Gol 6 Men

0000

0000

0000

Middle or other managers Cadres intermediaires et

autres cadres

Total Number Nombre total

Members of Visible Minorities Membres des minorites visibles

Men

Persons with Disabilities Personnes handicapees

Women

Women

Men

Col 13

Col 10

Col 9

Col B

O

Total Number Nombre total

Col 12

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0:0:0:0

000

0000

0000000

Semi-professionals and technicians Semi-professionnels et

techniciens

Professionals Professionnels

000

00000000

oremen/women

Supervisors

Contremaitres Mr 1880 (9-80) P

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Form Formulaire 2 Part B, Page 2

Employment and Immigration Canada Emploi et Immigration Canada

NOTE: See instructions NOTA Voir instructions

Cercipational Groups	tal Hommes Femmes					
12 500 - 4	-	Total Number Men Nombre total Hommes	mes Femmes	Total Number Nombre total	Men Hommes	Women
12 500 - 4 1 0 1 1		Col 8 Col	11 9 Col 10	Col 11	Col 12	Col 13
7 500 - 2 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0						
2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0						
there is a contract of the con						
squalifies et 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0						
amanual workers 12 500 - 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
3 0 0						
uels 2 0 0 0 0 0 0						
TOTAL NUMBER OF EMPLOYEES 3 1 2						

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter!

1 represente les salarres du quart le moins eleve. 4 represente les salarres du quart le plus eleve.

Household Movers & Shippers Limited

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise: 口

National (Canada) National (Canada)

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

OCCUPATIONAL GROUPS: TEMPORARY EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIES TEMPORAIRES*

Form Part C. Page 1

1989

Reporting Period: Periode de rapport: Industrial Sector:
Branche d'activité: Truck Transport Industries

Newfoundland Province / Territory (specify) Province / territoire (preciser)

	Top and bottom of salary range		T	All Employees Tous les salariés		Ab	Aboriginal Peoples Autochtones		Person	Persons with Disabilities Personnes handicapées	ties	Member	Members of Visible Minorities Membres des minorités visibles	orities isibles
Occupational Groups Categories professionnelles	Maximum et minimum de l'echelle de	- e	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1		Col. 2	Col 3	Col 4	Col 5	9.lo)	Col 7	Col 8	6 lo)	Col 10	Col 11	Col. 12	Col 13
Upper-level managers Cadres supereurs		4 6 4-	0000	0000	0000									
Middle or other managers Cadres intermediaires et autres cadres		4 m % -	0000	0000	0000									
Professionals Professionnels		4 6 % -	0000	0000	0000									
Semi-professionals and technicians Semi-professionnels et lechniciens		4 6 7 -	0000	0000	0000									
Supervisors Surveillants		4 M N -	0000	0 0 0 0	0									
Foremenwomen Contremaitres		4 E Z -	0000	0000	0000									

Use separate Parts for permanent full-time and permanent part-time employees Utiliser les autres parties pour les salaries permanents à temps plein et les salariès permanents à temps partiel 1 9 (98-6) (888 dW)

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins élevé, 4 représente les salaires du quart le plus éleve



Form Parte, Page 2

	Top and bottom of salary range	:		All Employees Tous les salaries		AF	Aboriginal Peoples Autochtones		Perso	Persons with Disabilities Personnes handicapees	ties	Membre	500	Members of Visible Minorities Membres des minorites visibles
Categories professionnelles	minimum de l'echelle de	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total		Mommes
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	- 1	Col 12
Clercal workers Employes de bureau	7 500 - 2 500 - 4 999	4 m ~-	1000 1	0 000	1001								1 1 1	
Sales work ers Employes du secteur de la vente		4 6 4-	0 8	0 8	00 00								3 1 1 1	
Service workers Employes du secteur des services		4 m 2 -	0	0	0000									
Skilled crafts and trades workers Travailleurs qualifies et arrisms		4 W 7 -	0000	0	0 0 0									
Semi-skilled manual workers Travailleurs manuels spēcialises	17 500 - 19 999 2 500 - 4 999	4 m 2 -	4 9 12 10	4 9 12 10	0000	2	2	0						
Other manual workers Autres travailleurs manuels		4 M 7 -	0000	0	000									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	OF EMPLOYEES		37	35	2	2	2	0						

EMP 3887 (9:86) P 2

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter
 Trepresente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve.

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NOTE: See instructions

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN*

Form Part A Former B Partie A

NOTA: Voir instructions				יייטוני זעייטירי אייטיין								
Name of Business: Nom de l'entreprise:	Household Movers	Movers &	Shippers	Shippers Limited			Industrial Sector: Branche d'activité:	22	Transp	Truck Transport Industries	cries	
Location-Endroit	National National	National (Canada) National (Canada)	Q	Province / Territory (specify) Province / territoire (preciser)	1	Newfoundland	and		Rep	Reporting Period: 1	98 61	
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	\$3	Pers	Personnes handicapees		Memb	Members of Visible Minorities Membres des minorites visibles	orities visibles
SALARY RANGES ECHELLES DE REMUNERATION	Total Number Nombre total		Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col. 3	Col 4	Col. 5	Gol 6	C 10 7	Col 8	Col. 9	Col 10	Col 11	Col 12
Under Moins de \$10,000	0	0	0									
\$10,000 - \$14,999	2	0	2									
\$15,000 - \$17,499	12	0	12									
\$17,500 - \$19,999	2	0	2									
\$20,000 - \$22,499	8	5	3									
\$22,500 - \$24,999	8	7	1									
\$25,000 - \$27,499	7	7	0									
\$27,500 - \$29,999	7	7	0									
\$30,000 - \$34,999	15	13	2									
\$35,000 \$3999	9	9	0									
\$40,000 - \$49,999	5	4	1									
\$50,000 - \$69,999	9	9	0									
\$70,000 et plus	1	1	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	79	56	23									
	The constant	Darte for porman	ont part time an	seems to any transfer of the seems to any tre	NAP.						(The

Use separate Parts for permanent part-time and temporary employees

Udisser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

NOTE See instructions

2 Part B

Form

NOTA Voir instructions			PH	PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL*	SALARIESP	ERMANENTS	A TEMPS PARTIL	, T3			Formulaire	4
Name of Business Nom de l'entreprise.	Household M	Movers & S	Shippers Limited	Limited			Industrial Sector: Branche d'activite:		ck Transp	Truck Transport Industries	tries	
Location-Endroit	National National	National (Canada) National (Canada)	G3	Province / Territory (specify) Province / territoire (preciser)		Newfoundland	and		Rep	Reporting Period: Periode de rapport.	1889	
SALARY BANGES		All Employees Tous les salaries			Aboriginal Peoples Autochtones	es	Per	Persons with Disabilities Personnes handicapees	ties	Memb	Members of Visible Minorities	noritu
FCHELLES DE REMUNÉRATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	(01 1	(01 2	(01 3	Col 4	Cot 5	9 (0)	(0) 7	(ol 8	6 10)	Col 10	(01 11	
Under Moins de \$2,500	0	0	0									
\$2,500 - \$4,999	0	0	0									
\$5,000 - \$7,499	0	0	0									
666'63 - 005'23	1	0	1									
\$10,000 - \$12,499	0	0	0									
\$12,500 - \$14,999	2	1	1									
\$15,000 - \$17,499	0	0	0									
666'61\$ - 005'21\$	0	0	0									
\$20,000 - \$24,999	0	0	0									
\$25,000 - \$29,999	0	0	0									
\$30,000 - \$39,999	0	0	0									
\$40,000 - \$49,999	0	0	0									
\$50.000 and over	0	0	0									
TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES	3	_	0									

SALARY SUMMARY; TEMPORARY EMPLOYEES*
PROFIL SALARIAL; SALARIÉS TEMPORAIRES*

Form formulaire 3 Partie C

NOTE: See instructions				PROFIL SALA	ALARIAL: SAL	PROFIL SALARIAL: SALARIÉS TEMPORAIRES*	RAIRES.				Formulaire	e - Partie C
NOTA: Var instructions Name of Business: Nom de l'entreprise:	Household Mc	Movers & Sh	Shippers Limited	imited			Industrial Sector: Branche d'activité:	rivite: Truc	k Transpo	Truck Transport Industries	ries	
Location-Endroit	.National	National (Canada) National (Canada)	D	Province / Territory (specify) Province / territoire (préciser)		Newfoundland	and		Repo Perio	Reporting Period: 1 Période de rapport:	989	
		All Employees			Aboriginal Peoples Autochtones	22	Pers	Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorités visibles	visibles
SALARY RANGES ECHELLES DE	Total Number	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
NEWDWENSTON	Col. 1	Col. 2	Col 3	(ol 4	Col. 5	Col. 6	Col. 7	Col 8	Col. 9	Col 10	Col 11	Col 12
Under Moins de \$2,500	0	0	0									
\$2,500 - \$4,999	5	4	1									
\$5,000 - \$7,499	9	9	0									
\$7,500 - \$9,999	10	6	1	1	1	0						
\$10,000 - \$12,499	5	5	0	1	1	0						
\$12,500 - \$14,999	7	7	0									
\$15,000 - \$17,499	3	9	0									
\$17,500 - \$19,999	-	1	0									
\$20,000 - \$24,999	0	0	0									
\$25,000 - \$29,999	0	0	0									
\$30,000 - \$39,999	0	0	0									
\$40,000 - \$49,999	0	0	0									
\$50,000 et plus	0	0	0									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	37	35	2	2	2	0						
the proper over		e Parts for permar	nent full-time and	Use separate Parts for permanent full-time and permanent part-time employees	ime employees							

Use separate Parts for permanent full-time and permanent part-time employees

Utiliser les autres parties pour les salaries permanents à temps plein et les salariès permanents a temps partiel

Utiliser les autres parties pour les salaries permanents à temps plein et les salariès permanents a temps partiel

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

4 Partie A

Form Formulaire

Women Femmes Col 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 1989 Total Number Nombre total Truck Transport Industries Col 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 Women Province / Territory (specify) Newfoundland Province / territoire (preciser) Col 6 Aboriginal Peoples Autochtones Men Col. S Total Number Nombre total Col 4 Household Movers & Shippers Limited Women Col 3 0 0 0 0 0 0 7 0 0 0 0 8 Ali Employees Tous les salariés Men Col. 2 0 0 0 0 0 0 0 0 0 ~ $\overline{}$ 0 2 Total Number Nombre total National (Canada) National (Canada) Col. 1 0 0 0 0 0 0 0 7 0 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Employes du secteur des services Employes du secteur de la vente Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTE. See instructions NOTA. Voir instructions Upper-level managers Cadres superieurs Name of Business: Nom de l'entreprise Clerical workers Employes de bureau Location-Endroit FuremenAvomen Service workers Professionals Professionnels Contremaitres Sales workers Supervisors

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salariès temporaires æ

EMP 3870 (9-86)

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Part B Partie B 4 Form Formulaire

NOTE: See instructions			RECR	RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*	LARIES PERM	TANENTS À TEI	MPS PARTIEL.				Formulaire	re Partie B
NOTA: Voir instructions Name of Business: Nom de l'entreprise: HOI	Household Movers & Shippers Limited	ers & Shi	ppers Li	mited		Br.	Industrial Sector: Branche d'activité: 1	fruck Tra	Truck Transport Industries	dustries		
Lucation-Endroit	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)		Newfoundland			Reporting Period: Période de rapport:	od: 19 89		
		All Employees			Aboriginal Peoples Autochtones	les	Per	Persons with Disabilities Personnes handicapees	nes	Memb	Members of Visible Minorities Membres des minorites visibles	orities risibles
Occupational Groups Caredoxies professionnelles	Total Number	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	(ol 2	Col 3	Col 4	Col. 5	Col 6	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12
Upper-level managers Cadres supérieurs	0	0	0									
Middle or other managers Cadres intermediaires et autres cadres	0	0	0									
Professionals Professionnels	0	0	0									
Semi-professionals and technicians	0	0	0									
Supervisors	0	0	0									
r vremen/women Contremaitres	0	0	0									
Ciencal workers Employes de bureau	0	0	0									
sales workers Employes du secteur de la vente	0	0	0									
Service workers tmployes du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0									
Semi-skilled manual workers Travailleurs manuels specialises	1	1	0									
Other manual workers Autres travailleurs manuels	0	0	0									
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	1	-	0									
(79.6) 9696 AW 1	* Use separate Par Utiliser les autre	ns for permanens parties	t full-time and te	Use separate Paris for permanent full-time and temporary employees Utiliser les autres parties pour les salariés permanents a temps plein et les salaries temporaires	es et les salaries ten	nporaires						Canada
												7 4 7 7 T T

Employment and Immigration Canada Emploi et Immigration Canada

TEMPORARY EMPLOYEES HIRED*
RECRUTEMENTS: SALARIES TEMPORAIRES*

Formulaire A Partie C

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 Total Number Nombre total Truck Transport Industries Col 10 Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapees Men Col B Total Number Nombre total Industrial Sector: Branche d'activité: Col 7 Women Col 6 Newfoundland Aboriginal Peoples Autochtones Men Col. S Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col 4 Household Movers & Shippers Limited Women 0 0 0 0 0 Col 3 0 0 0 0 0 0 All Employees Tous les salariés Men 10 0 0 0 0 10 0 0 0 Col. 2 0 0 0 0 Total Number Nombre total National (Canada) National (Canada) 0 10 0 Col. 1 0 0 0 0 0 0 0 0 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employes du secteur de la vente Travailleurs qualifies et artisans Other manual workers Autres travailleurs manuels NOTE: See instructions NOTA: Voir instructions Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business: Nom de l'entreprise Loremenwomen Service workers Location-Endroit Professionals Professionnels Surveillants

Use separate Parts for permanent fulf-time and permanent part-time employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries permanents a temps partiel Utiliser les autres parties pour les salaries permanents à temps plein et les salaries permanents a temps partiel

Canadä

NOTE: See instructions NOTA Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Part A Partie A S form Formulaire

Industrial Sector: Truck Transport Industries Branche d'activité:

Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) 1989 Reporting Period: Periode de rapport: Newfoundland Province / Territory (specify) Province / territoire (preciser) Household Movers & Shippers Limited National (Canada)

	Miles	All Employees			Aboriginal Peoples	\$	Pers	Persons with Disabilities Personnes handicapees	es	Aborignal Peoples Persons with Disabilities Members of Visible Minorities Persons suit Disabilities Members des minorities visible Minorities visible	Members of Visible Minorities Membres des minorités visibles	orities
Occupational Groups Categories professionnelles	Total Number	Tous les salariés Men	Women	Total Number	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women
	Nombre total	Hommes	remmes	NOMBRE LOTAL	S TOO	Tol 6	Col 7	Col. 8	6 100	Col. 10	Col 11	Col 12
	Col. 1	Col 2	Col. 3	(0) 4	2 20	2000						
Upper-level managers Cadres superieurs	0	0	0									
Middle or other managers Cadres intermediaires et autres cadres	1	1	0									
Professionals Professionnels	0	0	0									
semi-professionals and technicians Semi-professionnels et techniciens	0	0	0									
Supervisors	0	0	0									
Foremenwomen Contremaitres	0	0	0									
Ciercal workers Employes de bureau	0	0	0									
Sales workers Employes du secteur de la vente	0	0	0									
Service workers Employes du secteur des services	0	0	0									
Skilled crafts and trades workers Travailleurs qualifies et artisans	0	0	0									
Semi-skilled manual workers Travailleurs manuels specialises	0	0	0									
Other manual workers Autres travailleurs manuels	0	0	0									
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	1	1	0									
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	1	П	0									
EMY 3469 (9-46)	Use separate Par Utiliser les autres	ts for permanent parties pour les s	part-time and te	Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires	es et les salaries tem	poraires					Ü	Canadä

NOTE. See instructions NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Formulaire 5 Partie B

Femmes Col 12 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus (les salaries promus au cours de Pannée doivent être inscrits seulement dans la categorie professionnelle à laquelle ou à l'interieur de laquelle ils ont eté promus en dernier). 1989 Hommes Col. 11 Men Reporting Period: Periode de rapport: Total Number Nombre total Truck Transport Industries Col. 10 Women 6 100 Persons with Disabilities Personnes handicapées Men Col B Total Number Nombre total Industrial Sector Branche d'activite: Col 7 Women Gol 6 Province / Territory (specify) New Foundland Province / territoire (préciser) Aboriginal Peoples Autochtones Men Hommes Col. 5 Total Number Nombre total Col. 4 Shippers Limited Women Col 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 All Employees Tous les salariés Men Col. 2 0 Household Movers & 0 0 0 0 O 0 0 0 0 0 0 0 0 Total Number Nombre total National (Canada) Col. 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Travailleurs qualifies et artisans Autres travailleurs manuels Middle or other managers Other manual workers Upper-level managers Employes de bureau Nom de l'entreprise Name of Business: Cadres superieurs Forementwomen Location-Endroit Clerical workers Service workers Professionnels Sales workers Professionals Supervisors

Canada

NOTE See instructions NOTA Voir instructions

5 Parte C Form Formulaire

TEMPORARY EMPLOYEES PROMOTED* AVANCEMENTS: SALARIES TEMPORAIRES*

Women Col 12 Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promiss au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle ils ont ete promus en dernier) 68 61 Hommes Col 11 Men Reporting Period: Periode de rapport Total Number Nombre total Truck Transport Industries Col 10 Women Col. 9 Persons with Disabilities Personnes handicapees Hommes Col B Men Total Number Nombre total Industrial Sector: Branche d'activite. Col 7 Women Newfoundland Col 6 Aboriginal Peoples Autochtones Men Hommes Col. 5 Province / Territory (specify) Province / territoire (preciser) Total Number Nombre total Col 4 Shippers Limited Women 0 7 0 7 0 0 0 0 0 0 0 0 Col. 3 0 All Employees Tous les salaries Men 2 2 0 2 0 0 0 0 Household Movers & Col 2 0 0 0 0 0 Total Number Nombre total National (Canada) National (Canada) 7 0 0 0 9 0 0 0 Col. 1 0 0 0 0 TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionals et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans I mployes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Middle or other managers Other manual workers Upper-level managers Cadres superieurs Ciencal workers Employes de bureau Name of Business Nom de l'entreprise Foremenwomen Location-Endroit Contremaitres Sales workers Protessionnels Professionals Supervisors

MF 3884 (9-80)

Use separate Parts for permanent full-time and permanent part-time employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries permanents a temps partiel ès

<u>Canada</u>

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

6 Parte A

Form Formulaire

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men 3 1989 Total Number Nombre total Industrial Sector:
Branche d'activité: Truck Transport Industries Col 10 Reporting Period: Periode de rapport: Women Col. 9 Persons with Disabilities Personnes handicapees Men Col 8 Total Number Nombre total Col. 7 Women g loo Province / Territory (specify)
Province / territoire (préciser) Aboriginal Peoples Autochtones Men Hommes Col S Total Number Nombre total Col 4 Household Movers & Shippers Limited Women Col. 3 0 0 0 9 0 0 0 0 0 0 9 0 0 All Employees Tous les salariés Men Col 2 0 0 0 0 0 0 0 0 0 0 Total Number Nombre total National (Canada) National (Canada) Col 10 0 0 0 0 0 0 0 0 0 3 0 Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Middle or other managers NOTE: See instructions NOTA: Voir instructions Other manual workers Upper-level managers Cadres superieurs Employes de bureau Nom de l'entreprise Name of Business: Furemenwomen Location-Endroit Clerical workers Contremattres Sales workers Professionnels Professionals Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaries .

1 MP 3872 (9-86)

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS A TEMPS PARTIEL*

Part B Partie B

9

Form Formulaire

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 Total Number Nombre total 1989 Industrial Sector: Branche d'activité: Truck Transport Industries Col 10 Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Col. B Total Number Nombre total Col 7 Women Province / Territory (specify) Newfoundland Province / territorie (preciser) Col 6 Abornginal Peoples Autochtones Men Hommes Col. 5 Total Number Nombre total Col. 4 Shippers Limited Women Col. 3 0 0 0 0 0 0 0 0 All Employees Tous les salaries Men Hommes Col. 2 Household Movers & 0 0 0 0 0 0 0 Total Number Nombre total National (Canada) National (Canada) Col 1 0 0 0 0 0 0 0 0 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Employes du secteur de la vente upper-level managers Cadres superieurs Employes de bureau Name of Business: Nom de l'entreprise Foremen/women Contremaitres Location-Endroit Lierical workers Sales workers Professionnels Professionals Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salares permanents a temps plein et les salaries temporaires

TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS

1 MP 3889 (9-86)

Autres travailleurs manuels Other manual workers

0 0 0 0 0

0

0 0 0 0

t mployes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises

Service workers

Iravailleurs qualifies et artisans

0 0 0 Canada

Shippers Limited

Household Movers &

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Location-Endroit

台

Employment and Immigration Canada Emploi et Immigration Canada

CESSATIONS DE FONCTIONS: SALARIÉS TEMPORAIRES" TEMPORARY EMPLOYEES TERMINATED*

Branche d'activité Truck Transport Industries Industrial Sector:

686

Reporting Period: Periode de rapport:

6 Partie C

Form Formulaire

Women femmes Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total Col 7 Women Col. 6 Province / Territory (specify) New Found Land Province / territore (preciser) Aboriginal Peoples Autochtones Men Col. S Total Number Nombre total Col. 4 Women Col 3 0 0 0 0 0 0 0 0 0 0 0 All Employees Tous les salariés Men Col 2 0 0 0 0 0 0 0 4 4 0 0 0 0 National (Canada) National (Canada) Total Number Nombre total Col 1 0 0 7 0 0 0 4 0 9 0 0 0 0 Middle or other managers Cadres intermédiaires et autres cadres Occupational Groups Categories professionnelles NOMBRE TOTAL DE CESSATIONS DE FONCTIONS IOTAL NUMBER OF EMPLOYEES TERMINATED Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans t mployes du secteur de la vente i mployes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels Upper-level managers Cadres superieurs Other manual workers Employes de bureau Foremenwomen Clerical workers Service workers Contremaitres Professionnels Sales workers Professionals Supervisors

Use separate Parts for permanent full-time and permanent part-time employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries permanents a temps partiel

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



AIR ATLANTIC LTD.

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

			ITY		TELEPHONE NUMBER	570 - 0791	IES	-	211	18	0	0	op	194		या या	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	CURPORATE	SEAL			
			NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	4	AREA CODE TELE	709 1 57		O ONT.	O N.S.	199 N.B.	1 B.C.	0 P.E.I.	1 SASK.	0 NFLD	O N.W.T.	S IN CANADA		OF THE				
SINESS NAME	200) VF A1A 2X3	CER RESPONSIBLE FO	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	E	PERSONNEL	DESIGNATED CMAS	CALGARY	EDMONTON	HALIFAX	MONTREAL	REGINA	TORONTO	VANCOUVER	WINNIPEG	TOTAL EMPLOYEES IN CANADA	11 11 11 11 11 11 11 11 11 11 11 11 11	TD. TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN KNOWLEDGE AND BELIEF.			July 3/40	_
COMMON OR BUSINESS NAME	MAILING ADDRESS	P.O. BOX 9040 ST. JOHN'S, NF	NAME OF OFFIC	GUY ANNABLE	POSITION TITLE	DIRECTOR OF			GEOGRAPHICAL	ANERO	INDICATE NUMBER OF	- LOCATED IN	EACH AREA)				11 11 11 11 11 11 11 11	HEREBY CERTIFY IS REPORT IS TRUE AND AND BELIEF.			SIGNATURE	
	BIGINESS		SR OF EMPLOYER				NO. OF EMPLOYEES	445	NO. OF EMPLOYEES	0	NO. OF EMPLOYEES	0	NO. OF EMPLOYEES	0	NUMBER OF TEMPORARY	EMPLOYEES	13	CICLID. IS 1 TO 6 OF TH MY KNOWLEDGE				
	CID.		NAME OF CHIEF EXECUTIVE OFFICER OF				TOR 1	INDUSTRIES.	TOR 2	1	SECTOR 3		TOR 4		NUMBER OF PERMANENT	PART-TIME EMPLOYEES	30	JACKHAN F AIR AI AINED IN			a mer	
FULL LEGAL NAME	AIR ATLANTIC LTD.	AIR ATLANTIC HANGAR TORBAY AIRPORT	NAME OF CHIEF	NEAL JACKMAN	POSITION TITLE	PRESIDENT	INDUSTRIAL SECTOR 1	AIR TRANSPORT INDUSTRIES	INDUSTRIAL SECTOR		INDUSTRIAL SEC		INDUSTRIAL SECTOR	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	NUMBER OF PERMANENT	FULL-TIME	399	I (Name) NI (Name of Emplo INFORMATION CC EVERY RESPECT,		go her quant) si	DATE	
NAME OF EMPLOYER		ADDRESS		OFFICERS		POSITION	0		INDUSTRIAL		SECTOR(S)				EMPLOYMENT	STATUS	CAIEGONIES	CERTIFICATION	OF	ACCURACY		
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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CENTIFICATION OF ACCURACY

	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			TY		TELEPHONE NUMBER	570 - 0791	ERRITORIES		211 211	000	900	194	0	445	CGRPORATE	SEAL	
				NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY		AREA CODE TELEP	709 1	PRO	±NO -		MAN.		O NFLD	O N.W.T.	Z	OF IN		
SINESS NAME		ESS	0 NF AlA 2X3	CER RESPONSIBLE F		LE	1	DESIGNATED CMA	CALCADO	EDMONTON	MONTREAL	REGINA	VANCOUVER	WINNIPEG	TOTAL EMPLOYEES IN CANADA	RTIFY ON BEHALI E AND ACCURATE		Miller
COMMON OR BUSINESS NAME	AIR ATLANTIC	MAILING ADDRESS	P.O. BOX 9040 ST. JOHN'S, NF	NAME OF OFFI	GUY ANNABLE	POSITION TITLE	DIRECTOR OF PERSONNE	1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		GEOGRAPHICAL	(INDICATE NUMBER OF FMDI OVERS	EACH AREA)			 	S SB.		SIGNATURE
		BUSINESS		R OF EMPLOYER				NO. OF	445	NO. OF EMPLOYEES	NO. OF EMPLOYEES	NO. OF EMPLOYEES		NUMBER OF TEMPORARY EMPLOYEES	12	C Ltd. I TO 6 OF MY KNOWLED		1 5 7 1 1 1 1 1 1 1 1 1
	.D.	PRINCIPAL PLACE OF	INGAR	NAME OF CHIEF EXECUTIVE OFFICER OF				0R 1	NDUSTRIES.	OR 2	10R 3	ror 4		NUMBER OF PERMANENT PART-TIME	31	(Name) Neal J. Jackman (Name of Employer) Air Aflantic L INFORMATION CONTAINED IN FORMS I EVERY RESPECT, TO THE BEST OF MY		18, 1996
FULL LEGAL NAME	AIR ATLANTIC LTD	ADDRESS OF PRIN	AIR ATLANTIC HANGAR TORBAY AIRPORT	NAME OF CHIEF E	NEAL JACKMAN	POSITION TITLE	RESI	INDUSTRIAL SECTOR 1	AIR TRANSPORT INDUSTRIES	INDUSTRIAL SECTOR	INDUSTRIAL SECTOR	INDUSTRIAL SECTOR	* * * * * * * * * * * * * * * * * * * *	NUMBER OF PERMANENT FULL - TIME	401	(Name) Neal J. Jackman (Mame of Employer) AIR Atlanti INFORMATION COMPAINED IN FORRIS EVERY RESPECT, TO THE BEST OF		DATE
	NAME OF EMPLOYER	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ADDRESS		OFFICERS		POSITION			INDUSTRIAL	SECTOR(S)			EMPLOYMENT		CERTIFICATION	OF	ACCURACY
	-01	i)Z(≪=-	10:	 z	H H H H H H H H H H H H H H H H H H H		~====	o∞₽	vDEE		·	1	1		AHHOZ

Page 1

Part A

Name of Business:	000018 AIR ATLANTIC LTD.	LANTIC LT	1 1 1	Industrial Sector:	Sector:	1	451 AIR TRANSPORT INDUSTRIES. Reporting Period:	PORT INDU	STRIES.	Reportin	g Period	1989	
Location:	X National (Canada)		Province	Province/Territory	ζ.λ	; ; ; ; ;	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Designated CMA	ed CMA	1		
OCCUPATIONAL	Top and		All Employees	yees	Abor	Aboriginal Peoples	eoples	Pe	Persons with Disabilities	th	Visible	Members of Visible Minorities	1
GROUPS	bortom or salary range		r Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total	Men Women	en
		Co1 2	Col	3 Col 4	Col 5	Co1 6	Co1 7	Col 8	Co1 9	Col 10	Col 11	Col 12 Col 13	Col 13
Upper-level managers	70000 and ov 55000 59999	7			1			1		1 1 1 1			
Middle or other managers		1 4 1 1 1	11 1 1 1 1	11 1		11			11	11			11 11 11 11 11 11 11 11 11 11 11 11 11
Professionals	17500 19999 0		1 1 1										
Semi-professionals and technicians	45000 49999 17500 19999	4 1 3 2 1 5 4 4 1 5 5 6	61 12 14 14 18		11	11 11 12 11 11 11 11 11		11 15 11 11 11 11 11	H H H H H H H H H H H H H H H H H H H	H			11 11
Supervisors	22500 24999 17500 19999	3 2 2 1									11	11	11
Foremen/women	50000 54999 20000 22499	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	3	9				164 164 161 161 161 161 161		H H H H H H H			11 11 11

Page 2

Name of Business:	000018 AIR ATLANTIC LTD.	ANTIC LTD.		Industrial Sector:	Sector:	451 AI	R TRANSP	ORT INDU	STRIES	Reporting	451 AIR TRANSPORT INDUSTRIES REPORTING Period:	1989	
Location: x	X National (Canada)	1	ovince/	Province/Territory		 			Designated CMA	ed CMA		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1
OCCUPATIONAL	Top and	O All	All Employees	S)	Abori	Aboriginal Peoples	oples	Pe	Persons with Disabilities	th	Visibl	Members of Visible Minorities	ties
GROUPS	01	A Total	Men	Women	Total	Men	Women	Total	Men	Women	Total Number	Men	Women
	Col 1	Col 2	Col 3	Co1 4	Col 5	Col 6	1	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	1	13	-mr	12			11 11 11 11 11 11 11		11 11 11 11 41 41 41	16 61 62 63 63 63 64 69	11		79 98 10 10 95 02 02
	12499	18	2	16									
	22500	4	1		11 11 11 11 11 11 11 11 11 11 11 11 11		11 11 11 11 11 11		11 -11 11 11 11 11 11 11 11 11 11 11 11	=======================================			11 11 11 11 11 11
STEE WOLNELD	22500	7											
	66667	1	- 1	1	- I						1		
3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	22500	3	1	3						10 11 11 10 10 11	H —		11 11 11 12 11 11
Setvice Wolvers	10000	7,		7									
	12499	37		36									
Arillod Arutho	35000	4		H H H H H H H H H H H H H H H H H H H	11 13 13 13 14 15 16 16 16 16 16 16 16 16 16 16 16 16 16	11	11 11 12 13 11 11	11 11 12 13 14 15 15 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18		11 11 11 11 11 11			11 11 11 11 11
trades workers	15000		76	2									
Semi-skilled	11 11 11 11 11 11 11 11 11 11 11	11 44 10	11 11 11 11 11 11 11 11 11 11 11 11 11	14 10 15 16 16 11	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11	11 15 17 11 11 11	11		## ## ## ## ## ## ## ## ## ## ## ## ##	11 11 11 11 11 11 11 11 11 11 11 11 11		11 11 11 11 11 11 11 11 11 11 11 11 11
manual workers		7											
Other manual	H H H H H H H H H H H H H H H H H H H	= 4 C		# # # # # # # # # # # # # # # # # # #	H H H	16 18 16 16 16 11 11	9 T	H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11 11 11 11 11 11 11 11	:: : : : : : : : : : : : : : : : : : :		11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11
WOLKELS													
TOTAL NUMBER OF EMPLOYEES	YEES	399	251	148		11 11 11 11 11	H H H H H H H H H H H H H H H H H H H	11 — 11 — 11 — 11 — 11 — 11 — 11 — 11	11 11 11 11 11 11 11 11 11 11 11 11 11	H H H H	1 1	1	
					1111111				1 1 1 1 1 1				

usiness:	000018 AIR ATLANTIC LTD.	IC LT		Industrial Sector:	Sector:	451 AI	R TRANSP	ORT INDU	STRIES.	Reportin	451 AIR TRANSPORT INDUSTRIES. (Reporting Period:	1989	
Location:	X National (Canada)	1 1 1 4	Province/Territory	erritory		1	1	1	Designated CMA	ed CMA			
OCCUPATIONAL	Top and 10		All Employees	va .	Abori	Aboriginal Peoples	oples	Pe	Persons with Disabilities	th	Visibl	Visible Minorities	ies
GROUPS		Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Col	Col 1 1 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 10 Col 11 Col 12 Col 13	Col 13
Upper-level managers													
Middle or other		7 2 3		14 16 16 11 14 16 16	H		0 0 0 0 0 0 0	H	H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11		11	11
Professionals							H H H H H H H H H H H H H H H H H H H		0 0	16 17 18 18 18 18 18 18 18			H
Semi-professionals and technicians	#	3 4 2		H H H H H H H H H H H H H H H H H H H		0 0	H H H H H H H H H H H H H H H H H H H		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11
Supervisors								11 11 11 11 11 11 11 11 11 11 11 11 11					
Foremen/women		1233	H H H H H H H H H H H H H H H H H H H	H	18	16 14 15 15 16 17 18 18	10 11 11 11 11 11 11 11 11 11 11 11 11 1	11 11 11 11 11 11 11	(1) (1) (1) (1) (1) (1)				H

	UUUUIS AIR ATLANTIC LTD.	NTIC LTD		Industrial sector:	sector:	451 AI	K IKANDE	OKT INDU	STRIES	451 AIR TRANSPORT INDUSTRIES Reporting Period:	period:	1989	
Location: X	X National (Canada)		rovince/	Province/Territory					Designated CMA	ted CMA			1 1 1
OCCUPATIONAL	Top and 10		All Employees	S	Abori	Aboriginal Peoples	oples	Pe	Persons with Disabilities	ith	Visibl	Members of Visible Minorities	ties
GROUPS	41	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col 1	Co1 2	Col	Col 4	Col 5	Col 6	Co1 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	17500 14	7		1.0		16 16 18 18 18 18 18	11 11 12 13 13 14 14 14 14 14 14 14 14 14 14 14 14 14	11	H	10 10 10 10 10 10 10 10 10 10 10 10 10 1		11	11 21 18 18 18
	7499	16									4	4	
Sales workers		1	11 11 11 11 11 11 11 11 11 11 11 11 11	10 10 14 10 10 11 11 11		11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11				11 12 12 13 14 14 14 14 14 14 14 14 14 14 14 14 14	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11
Service Workers	17499				11		11 11 11 11 11 11 11 11 11 11 11 11 11		H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11 11 11 11 11 11 11 11	H H H H H		11 11 11 11 11 11 11 11 11 11 11 11 11
	10000			F									
Skilled crafts and		11 11 11 11 11 11 11 11 11 11 11 11 11				111	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11		11 11 11 11 11 11 11	11 11 11 11 11 11	
trades workers													
	# E			=======================================			11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	H H H H H	11 11 11 11 11 11 11 11 11 11 11 11 11	# # # # # # # # # # # # # # # # # # #		=======================================
semi-skilled manual workers	7	-											
other manual	n 71	11 11 11 11 11 11 11 11 11 11 11 11 11		11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11		11 11 11 11 14		H H H H H H		11 11 11 11 11 11 11 11 11 11 11 11 11	B H H H H	
workers	7.7.												
TOTAL NUMBER OF EMPLOYEES	PLOYEES	30	5 1	25			H H H H H H	- H - H - H - H - H - H - H - H - H - H	0 0 0 0 0 0 0	H H H H H H H H H H H H H H H H H H H	000000000000000000000000000000000000000		0 11 11 11 11 11

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Part A

Name of Business:	000018	8 AIR ATL?	AIR ATLANTIC LTD.		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Industrial Sector:	al Sector	! !	451 AIR TRANSPORT INDUSTRIES	ORT INDU	STRIES.	
Location:	X	X National (Canada)	(Canada)	Province	/Territon	Province/Territory (specify)	у)		1 :	Repo	Reporting Period: 1989	iod: 19	89
The state of the s	A11	All Employees		Aborig	Aboriginal Peoples	les	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	ies	
RANGES	Total	Men	Women	Total	Men	Women	Total	Men	Women	rotal	Men	Vomen	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Co1.8	Col. 9	Col. 101	[Col. 11	Col. 12	12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	-	0
\$10,000-\$14,999	1 61	4	57	0	0	0	0	0	0	0	0 1		0
\$15,000-\$17,499	1 48	10	38	0	0	0	0	0	0	0	0 1		0
\$17,500-\$19,999	1 58	1 33	25	0	0	0 -	0	0	0	0	0 1		0
\$20,000-\$22,499	1 30	1 20	10	0	0	0 -	0	0	0	0	0 1		0
\$22,500-\$24,999	1 42	1 31	11	0	0	0	0	0	0	0	0 1	_	0
\$25,000-\$27,499	1 23	1 22		0	0 1	0	0	0	0	0	0		0
\$27,500-\$29,999	1 32	1 30	1 2	0	0 1	0	0	0	0	0 1	1 0		0
\$30,000-\$34,999	1 38	1 34	4	0	0	0	0	0	0	1	1		0
\$35,000-\$39,999	1 27	1 27	0	0	0	0	0	0	0	0	1 0		0
\$40,000-\$49,999	1 25	1 25	0	0	0	0	0	0	0	1 0	0	_	0
666'69\$-000'05\$	8	8	0	0 1	0	0 1	0	0	0	0	0	-	0
< 000,000	1	1	0	0	0	0	0	0	0	1 0	0	_	0
TOTAL NUMBER OF EMPLOYEES	399	251	148	0	0	0	0	0	0				0

Employment and Immigration Canada

			SALAR	Y SUMMARY	PERMANI	SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES	TIME EMPI	OYEES		12.	Form 3	Part	<u>a</u>
Name of Business:	000018	AIR	ATLANTIC LTD.		1 1 1 1 1 1		Industr	Industrial Sector:	or: 451	AIR	RANSPORT	TRANSPORT INDUSTRIES	IES.
Location:	×	X National (Canada)	(Canada)	Province	/Territo	Province/Territory (specify)	fy)		t t t		Reportir	Reporting Period: 1989	: 1989
SAĽÁRY	A11	Employees		Aborigi	Aboriginal Peoples	les	Per	Persons with Disabilities		Vi	Member Sible Mi	Members of Visible Minorities	
RANGES	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total	Men Col. 8	Women Col.	-	101	Men Wen Col. 11 C	Women Col. 12
c	0	0 1	0 1	0	0	0	0 1	0 1		0 1			0
\$2,500-\$4,999	0	0 1	0 1	0	0	0	0	0 1	-	1 0	0 1	- 0	0
\$5,000-\$7,499	4	0 -	4	0	0	0 1	0	0		- 0	1 0	- 0	0
87,500-\$9,999	1 12	- 1	11	0	0	0	0 1	0	-	1 0	1 0	- 0	0
\$10,000-\$12,499	9	1 2 1	4	- 0	0	0	0	0	-	- 0	1 0	- 0	0
\$12,500-\$14,999	4	- 1	3	1 0	0	0	0 1	0 1	_	1 0	1		0
\$15,000-\$17,499	3	1 -	2	0	0	0	0 1	0	-	- 0	1 0	- 0	0
\$17,500-\$19,999	1	- 0		0	0	0	0	0	-	1 0	1 0	- 0	0
\$20,000-\$24,999	0	0 -	0	1 0	0	0	0 1	0 1		0	0	- 0	0
\$25,000-\$29,999	0	0 1	0	0	0	0	0 1	0	-	1 0	- 0	- 0	0
\$30,000-\$39,999	0	- 0 -	0	0	0	0	0 -	0	-	1 0	- 0	- 0	0
\$40,000-\$49,999	0	- 0	- 0	0	0	0	0	0	-	1 0	1 0	- 0	0
> \$50,000	0	- 0	- 0	1 0	0	0	0	0	-	0 1	- 0	- 0	0
TOTAL NUMBER OF EMPLOYEES	30	<u></u>	25	0	0	0	0	0	1	0			0
											1	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

				PERMANEN	FULL-TIN	PERMANENT FULL-TIME EMPLOYEES HIRED	SES HIRED		Form	m 4	Part A		-
Name of Business:	000018	AIR ATLA	000018 AIR ATLANTIC LTD.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-	Industrial	1 Sector:	451 AI	451 AIR TRANSPORT INDUST	RT INDUS		1 1
Location:	X Natio	X National (Canada)	1	Province/Territory		(specify)				Reporting Period: 1989	Period:	1989	1
OCCUPATIONAL	A11 1	All Employees	i i i i va	Aborig	Aboriginal Peoples	es	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	ies	
GROUPS	Total	Men	Women	Total Number	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1		Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 101	Col. 111	Col. 12	12
Upper-level	3	9	0	0	0	0	0	0	0	0	0		0
Middle or other		2	1	0	0	0	0	0	0	0	0		0
Professionals	0	0	0	0	0	0	0	0	0	0	0		0
Semi-professionals and technicians	70	68	2	0	0	0	0	0	0	0	0		0
Supervisors	0	0	0	0	0	0	0	0	0	0	0		0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0		0
Clerical workers	21	2	19	0	0	0	0	0	0	0	0		0
Sales workers	3		2	0	0	0	0	0	0	0	0		0
Service workers	46	7	45	0	0	0	0	0	0	0	0		0
Skilled crafts and trades workers	29	27	2	0	0	0	0	0	0	0	0		0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0		0
ESI	0	0	0	0	0	0	0	0	0	0	0		0
TOTAL NUMBER OF EMPLOYEES HIRED	177	106	71	0	0	0	0	0	0	0	0		1

Employment and Immigration Canada

	1			PERMANENT	PART-TI	ME EMPLOY	PERMANENT PART-TIME EMPLOYEES HIRED		Fo	Form 4	Part B	
Name of Business:	000018 AIR	AIR ATLA	ATLANTIC LTD.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Industrial	al Sector:	1	451 AIR TRANSPORT INDUST	RT INDUST	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Location:	X Nat	National (Car	(Canada) Pr	Province/Territory (specify)	rritory	(specify)			-	Reporting	Reporting Period: 1	1989
OCCUPATIONAL	A11	Employees		Aboriginal	nal Peoples	les	Per	Persons with Disabilities		Wisible	Visible Minorities	5
GROUPS	Total	Men	Women	Total Number	Men	Women	Total	Men	Women	Total	Men	Women
111111111111111111111111111111111111111	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	0	1 Col.	Col. 8	Col. 9	Col. 10	Col. 111	Col. 12
Upper-level managers	0	0		0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	19	2	17	0	0	0	0	0	0	1	1	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers		0		0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	- 0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	- 0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	20	2	18	0	0	0	0		0	1		11 11 11 11 11 10 11 11
												11111111

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Part A

Name of Rusiness:	000018 AIR		ATLANTIC LTD.		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	Industrial	1 Sector:	451 AI	AIR TRANSPORT INDUSTRIES	RT INDUS	TRIES.	
Location:	X Natio		1	ovince/Te	Province/Territory (specify)	pecify)			-	Reporting Period: 1989	Period:	1989	
	Employees	es promoted	ted (Employees	yees promoted		during the year which they have	ar are to be ve been last	be reported ast promoted)	yluc	in the occupational groups	cupation	nal grou	ps .
OCCUPATIONAL	A11 B	Employees	1	Aborigi	Aboriginal Peoples	S	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	ies	1
GROUPS	Total	Men	Women	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women	
	1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6 1	Col. 7	Col. 8	Col. 9	Col. 101	Col.	Col.	12
Upper-level	0	0	0		0	0	0	0	0	0	0		0
Middle or other	0	0	0	0	0	0	0	0	0	0	0		0
Professionals	0	0	0	0	0	0	0	0	0	0	0		0
	0	0	0	0	0	0	0	0	0	0	0		0
Supervisors	0	0	0	0	0	0	0	0	0	0	0		0
Foremen/women	1	0		0	0	0	0	0	0	0	0		0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0		0
Sales workers	0	0	0	0	0	0	0	0	0	0	0		0
Service workers	0	0	0	0	0	0	0	0	0	0	0		0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0		0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0		0
Other manual	0	0	0	0	0 11	0	0	0	0	0	0 =====================================		0
TOTAL NUMBER OF EMPLOYEES PROMOTED		0		0	0	0	0	0	0	0	0		0
TOTAL NUMBER OF PROMOTIONS		0		0	0	0	0	0	0	0	0		0

		1	PI	PERMANENT PART-TIME	PART-TIME	EMPLOYE	EMPLOYEES PROMOTED	0	FO	Form 5	Part B	
Name of Business:	000018	AIR ATLA	ATLANTIC LTD.				Industrial	al Sector	: 451	AIR TRANSPO	TRANSPORT INDUSTRIES	RIES.
Location:	X Nati	National (Ca	(Canada) Pi	Province/Territory	erritory	(specify		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Reporting Period:		1989
	Employees	es promoted		(Employees pro	promoted dur r within whi	during the which they	year are t	o be repo	reported only promoted)	in the oc	in the occupational	l groups
OCCUPATIONAL	A11	Employees	S	Aboriginal	inal Peoples	les	Pers	Persons with Disabilities	1 1 1 1 1 1 1 1	Wisible	Members of Visible Minorities	es
GROUPS	Total	Men	Women	Total Number	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	[Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 111	Col. 12
Upper-level managers	0	0	0	0	0	0		1	0	0	-0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	- 0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0

			PER	MANENT FU	LL-TIME	EMPLOYEES	PERMANENT FULL-TIME EMPLOYEES TERMINATED	Q	FO	Form 6	Part A	
Name of Business:	000018	AIR ATLA	ATLANTIC LTD.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1	1	Industrial	al Sector:	! !	451 AIR TRANSPORT INDUSTRIES	ORT INDUS	TRIES.
Location:	X Nati	X National (Canada)	1	Province/Territory	rritory	(specify)	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Reportin	Reporting Period: 1989	1989
OCCUPATIONAL	A11	Employees		Aboriginal	nal Peoples	les	Pers	Persons with Disabilities		Visibl	Members of Visible Minorities	ies
GROUPS	Total	Men	Women	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	1 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 101	Col. 111	[Col. 12
Upper-level	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other	2			0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	19	18		0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers		· m	20	0	0	0	0	0	0	0	0	0
Sales workers		0		0	0	0	0	0	0	0	0	0
Service workers	17	0	17	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	9	4	2	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	53	26	27	0	0	0	0	0	0	0	0	0

	TRIES.	1989	ies	Women	Col. 12	11 11 11 11	0	0	0	0	0	0	0	0	0	0	0	11 11 11 11 11 11 11 11 11 11 11
Part B	TRANSPORT INDUSTRIES	Reporting Period:	Members of Visible Minorities	Men	Col. 111	0	0	0	0	0	0	0	0	0	0	0	0	
Form 6	AIR TRANSP	Reportin	Me	Total	Col. 10	0	0	0	0	0	0	0	0	0	0	0	0	
PO	451			Women	Col. 9	0	0	0	0	0	0	0	0	0	0	0	0	
TED	ial Sector:		Persons with Disabilities	Men	1 Col.	0	0	0	0	0	0	0	0	0	0	0	0	
S TERMINATED	Industrial	()	Pe Di	Total	1 Col.	0 - (0	0	0	0	0	0	0	0	0	0	0	0
E EMPLOYEES		y (specify	oples	Women	5 Col. 6	0 0	0 0	0 0	0 0	0 1 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 1 0
PERMANENT PART-TIME		Province/Territory	Aboriginal Peoples	r Men	Col.	 	- 0	- 0	1 0	0 0	0) 0	0	0	0	0 0	0 - 0	0 1 0
PERMANEN	TD.	Province	Abor	n Total	3 Col.		0	0	0	0	0	3	0	0	0	- 0	0	3 - 8
1	ATLANTIC LTD	(Canada)	Employees	Women	. 2 Col.		0	0	-0	0	0	0	-0	0	- 0		0	1 0
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1	1			Tol	Col		I		onals		1	rs		s	and			0F
	Name of Business:	Location:	OCCUPATIONAL	GROUPS	11 11 11 11 11 11 11 11 11 11 11 11 11	Upper-level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual Workers	TOTAL NUMBER OF

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Part A

TLANTIC LTD. Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Reporting Period: 1989	nada) X Province/Territory 19 NEWFOUNDLAND Designated CMA	O All Employees Aboriginal Peoples Disabilities Visible Minorities	R Number Men Women Number Men Women Number Men Women Number Men Men Women Number Men Momen Number Men Men Momen Number Men Momen Number Men Momen Number Men Men Momen Number Men				2 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8		1 3 1 2 2 1 1 3 1 1 2 3 1 1 1 3 1 1 1 3 1 1 1 1
000018 AIR ATLANTIC LTD.	National (Canada)	Top and	0 × 0× E	70000 and over 3 55000 2 59999 IT	45000 4 49999 3 22500 2 24999 I	17500 17500 19999 19990 1000 1000 1000 1000 1000	35000 39999 20000 22499	22500 4 24999 3 17500 2 19999 1	40000 4 44999 3 22500 2 24999 11
Name of Business:	Location:	OCCUPATIONAL	GROUPS	Upper-level managers	Middle or other	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women

A Page 2

Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989	ry 19 NEWPOUNDLAND Designated CMA	Aboriginal Peoples Disabilities Visible Minorities	omen N	Col 5 Col 6 Col 7 Col 8 Col 9 Col 10 Col 11 Col 12	- 11		3 3 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5				
	a) X Province/Territory	All Employees		Col 2 Col 3	8 - 4 - 1		3 6 9 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	ii			174 111
000018 AIR ATLANTIC LTD.	National (Canada)	Top and 10		Col 1	20000 22499 10000 12499	22500 24999 0	17499 3 17499 3 17499 1	35000 35000 39999 15000	H	4 5 2 3 3 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	PLOYEES
Name of Business:	Location:	OCCUPATIONAL	GROUPS		Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual	TOTAL NUMBER OF EMPLOYEES

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Page 1

Part B

Name of Business:	000018 AIR ATLANTIC LTD.	NTIC LTD.	1	Industrial Sector:	Sector:	451 AI	R TRANSP	ORT INDU	STRIES.	Reportin	451 AIR TRANSPORT INDUSTRIES Reporting Perlod:	: 1989	61
Location:	National (Canada)	1	X Province/Territory	erritory	1	19 NEWFOUNDLAND	AND	1 1 1 1 1 1	Designated CMA	ed CMA		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	† † †
OCCUPATIONAL	Top and	1	All Employees	S	Abori	Aboriginal Peoples	oples	Pe	Persons with Disabilities	th	Visibl	Members of Visible Minorities	ties
GROUPS		Total	Men	Women	Total Number	Men	Women	Total	Men	Women	Women Number Men Women	Men	Women
Upper-level			11 11 11 11 11 11 11 11 11 11 11 11 11			11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	11	11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	11	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Middle or other	H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11 11	0 0 10 9 0 0		11 11 11 11 11		11		11 11 11 11	11 14 14 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	# # # # # # # # # # # # # # # # # # #	0 11
Professionals		33 4 = = = = = = = = = = = = = = = = = =	11 11 11 11 11	11 11 11 11 11 11 11		11 11 11 11 11 11 11 11 11 11 11 11 11		11		U			11 11 11 11 11 11 11 11 11 11 11 11 11
Semi-professionals and technicians	11 11 13 15 15 16 17 18 18 18 18 18 18 18 18 18 18			H H H		11 11 12 13 14 14			11 11 11 11 11 11	B B B B B B B B B B B B B B B B B B B			
Supervisors	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2334	19 10 10 10 10 10 10 10 10 10 10 10 10 10	23 15 17 17 17 17 17 17 17	11 11 11 11 11 11 11 11 11 11 11 11 11	13	14 18 19 10 14 11 10 10 11	15 15 11 11 11 11 11 11 11 11 11 11		11 11 11 11 11 11		10 11 11 11 11 11	
Foremen/women	11 11 11 11 11 11 11 11 11 11 11 11 11	34		11 11 11 11 11 11 11 11 11 11 11 11 11	13 11 11 11 11 11 11 11 11 11 11 11 11 1					H H H H H H H H H H H H H H H H H H H	H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11 11	21 11 11 11 11 11 11 11

Page

B

Col 13 11 11 11 11 11 Women Members of Visible Minorities 1989 Col 11 | Col 12 Men 451 AIR TRANSPORT INDUSTRIES | Reporting Period: Total | Number | Col 10 Designated CMA Women Persons with Disabilities Col 9 Men Total | Number | Col 8 11 11 11 11 11 11 Women Col 7 Aboriginal Peoples 19 NEWFOUNDLAND Col 6 Men Total | |Industrial Sector: Col 5 X Province/Territory 1 | 1 11 11 11 11 11 Women Col 4 8 Employees Col 3 Men 000018 AIR ATLANTIC LTD. Total Number Col 2 6 National (Canada) Top and 0 bottom of 0 salary range A R 4WVT .. 4WVT .. H = 4mvH = 4mvH = 4m271 TOTAL NUMBER OF EMPLOYEES 10000 12499 5000 7499 12499 Col 1 11 11 11 11 11 11 Skilled crafts and trades workers Name of Business: Clerical workers OCCUPATIONAL Service workers Semi-skilled manual workers Sales Workers GROUPS Other manual workers Location:

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

Part A

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TIND		Members of Visible Minorities	Men	Col. 1	0	0	0	0	0	0	0	0	1	0	0	0	0	
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1			Women	Col.		1	1	1 1	1			1	1 1 1	1	1	1	1 1 4	1 1 1 1
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Ind	fy)		Tot	Col.	_	_	-		_	_	_	_	_	_		_	-	
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AIR ATLANTIC LTD	(Cana	1 1	Women	Col.	11 11 11 11	1 1 1 1	6 1 1 1 1	1 1 1 1	l l !	 	1 † † 6) 	t t t	 	 	,		1
ATLA	onal	Employees		. 2 1	10	3	5	20 1	4	15	1 9	11	23	10	7 1	3	4	111
8 AIR	Nati	Empl	Men	1 Col		_		-	-		-	-	1		-	_	_	
000018		A11	Total	1.1	0	32	17	30	8	18	7	12	26	10	7		4	174
1	l l		Tot		11 —	-	-	-	-	-	-	-	-	-	-	1 -	1	
Name of Business:		1			6 13 10 11	666	499	666.	499	666.	499	666,	666,	666,	666,	666'		R OF
Busi	. u	200	SALARI		<pre>< \$10,000</pre>	-\$14	1-\$17,	1-\$19	1-\$22,)-\$24	0-\$27	0-\$29	0-\$34	0-\$39	0-\$49	69\$-0	< 000'01\$	NUMBE
me of	Location:		RA		< \$10	\$10,000-\$14,999	\$15,000-\$17,499	\$17,500-\$19,999	\$20,000-\$22,499	\$22,500-\$24,999	\$25,000-\$27,499	\$27,500-\$29,999	\$30,000-\$34,999	\$35,000-\$39,999	\$40,000-\$49,999	\$50,000-\$69,999	\$70	TOTAL NUMBER OF
Na	Lo				11		\$	\$	\$2		- 8		\$	100	1 53	S	!	<u> </u>

Employment and Immigration Canada

Name of Business:	000018 AIR	SALARY ATLANTIC LTD.	. SUMMARY:	PERMANENT PART-TIME EMPLOYEES	PART-TIM	E EMPLOY	ME EMPLOYEES Industrial Sector:	451 AI	Form 3	Form 3 Part B	B ES.
Location:	Natio	National (Canada)X	X Province/	Province/Territory (specify)	specify)	19 NEW	NEWFOUNDLAND	1	Reporti	Reporting Period:	1989
SALARY	All Emplo	Employees	Aborigin	Aboriginal Peoples		Person	Persons with Disabilities		Visible Minc	ers of Minorities	
RANGES	Total Men	n Women	Total	Men Wo	Women T	Total	Men Wo	Women	Total	Men Wo	Women
	Col. 1 Col.	2 Col.	Col. 4	Col. 5 Col	9 -	Col. 7 C	Col. 8 Col.	1.91	1_	Col. 111 Co	Col. 12
00C'7\$ >	0 1	0 1 0	1 0 1	1 0	- 0	- 0	0	1 0		1 0	0
\$2,500-\$4,999	1 0 1	0 1 0	- 0	- 0	- 0	- 0	1 0	1 0	1 0	0 1	
\$5,000-\$7,499	2 2	0 1 2	10	0	- 0	1 0	1 0	1 0			
\$7,500-\$9,999	1 2 1	1 4	- 0	1 0	0	- 0	- 0				0
\$10,000-\$12,499	2	0 1 2	0	0	0	- 0					0
\$12,500-\$14,999	1 0 1	0 1 0	0	1 0	-				0	0	0
\$15,000-\$17,499	1 0 1	0 1 0	0	1 0		- -		0	0		0
\$17,500-\$19,999	1 0 1	0 1 0			- -			0	0	1 0	0
\$20,000-\$24,999	1 0 1	0 0	- 0				0 10	0 0	0	0	0
\$25,000-\$29,999	1 0 1	0 1 0	0	0 1	- 0				0	0	0
\$30,000-\$39,999	0 1	0 1 0	1 0	1 0			- -		0	0	0
\$40,000-\$49,999	1 0 1	0 1 0	- 0						0	- 0	0
000'05\$ <	0 1	0 1 0					0		- 0	1 0	0
TOTAL NUMBER OF	1 6		- 11 -			101	0	-0	- 0	1 0	0
EMPLOYEES		0	 D				 0	0	0	0	0
			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				- 1	- 1		- !	

				PERMANENT	FULL	TIME EMPLOYEES HIRED	SES HIRED		For	Form 4	Part A	1
Name of Business:	000018	AIR ATL	AIR ATLANTIC LTD.			-	Industrial Sector	1 Sector:	451 AI	AIR TRANSPORT INDUST	RT INDUST	1 1 1 1
Location:	Nat	National (Canada)	×	Province/Territory		(specify)	19 NEWFOUNDLAND	UNDLAND	-	Reporting Period: 1989	Period:	1989
OCCUPATIONAL	A11	Employees	S	Aborigi	Aboriginal Peoples	es	Pers	Persons with Disabilities		Wisible	Members of Visible Minorities	Se
GROUPS	Total Number	Men	Women	Total	Men	Women	Total	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	1 Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 101	Col. 111	Col. 12
Upper-level					0	0	0	1 1	0	0	0	0
Middle or other managers	m	2		0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	13	13	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	14	0	14	0	0	0	0	0	0	0	0	0
Sales workers	2	0	2	0	0	0	0	0	0	0	0	0
Service workers	15	0	15	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	20	20	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0.	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0 !!	0 11 11 11 11 11 11 11 11 11 11 11 11 11
TOTAL NUMBER OF EMPLOYEES HIRED	68	36		0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

				PERMANENT PART-TIME EMPLOYEES HIRED	PART-TIM	E EMPLOYE	EES HIRED		For	Form 4	Part B	
Name of Business:	000018 AIR ATLANTIC LTD	IR ATLA	TIC LTD.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		-	Industrial	al Sector:	451 AI	451 AIR TRANSPORT INDUS	RT INDUST	
Location:	Natio	National (Canada)	×	Province/Territory (specify)	ritory (specify)	19 NEWFO	NEWFOUNDLAND	-	Reporting Period: 1989	Period:	1989
OCCUPATIONAL	AIIE	Employees	10	Aborigin	Aboriginal Peoples	es	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	es.
GROUPS	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total	Men	Women
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6		Col. 8	6	1 .	Col.	Co1.
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	2	0	2	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers		0	-	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	e :	0	m	0	0	0	0	0	0	0		0 0 0

Employment and Immigration Canada PERMANENT FULL-TIME EMPLOYEES PROMOTED

			PE	PERMANENT FI	ULL-TIME	EMPLOYEES	FULL-TIME EMPLOYEES PROMOTED		Form	5	Part A		-
Name of Business:	000018 AIR ATLANTIC LTD	IR ATLAN	ric LTD.			-	Industrial	1 Sector:	451 AI	AIR TRANSPOR	TRANSPORT INDUSTRIES	RIES.	
Location:	National	nal (Canada)	ada) X Pr	X Province/Territory	2	(specify)	19 NEWFOUNDLAND	UNDLAND	-	Reporting Period: 1989	Period:	1989	. !
	Employees	s promoted	4	(Employees promoted to which or within	oted duri	during the ye	year are to be have been last	be reported (ast promoted)	ted only	only in the occupational	upationa	l groups	
OCCUPATIONAL	All Er	All Employees		Aborigi	Aboriginal Peoples	es	Pers	Persons with Disabilities		Wisible	Members of Visible Minorities	es	
GROUPS	Total Number	Men	Women	Total	Men	Women	Total	Men	Women	Total Number	Men	Women	!
	1 -	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 101	Col. 111	Col. 12	"
Upper-level	0	0	0	0	0	0	1 1	0	0	0	0	- 1	
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0	!!!!
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	1
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0	
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0	
Service workers	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0	
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0	
Other manual	0	0	0	0	0	0	0	0	0	0	0	0	1
TOTAL NUMBER OF EMPLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL NUMBER OF	0	0	0	0	0	0	0	0	0	0	0	0	

Form 5
PROMOTED
EMPLOYEES
PART-TIME
PERMANENT

SS: 000016 AIR ATLANTIC LTD. Rational (Canada) X Province/Territory (Employees promoted (Employees promoted duri All Employees All Employees All Employees Aboriginal Peopl Total Number Men Women Number Men Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 0 0 0 0 0 0 0 0 0 0 0	YEES PROMOTED Form 5 Part B	Industrial Sector: 451 AIR TRANSPORT INDUSTRIES.	fy) 19 NEWFOUNDLAND Reporting Period: 1989	e year are to be reported only in the occupational groups y have been last promoted)	Persons with Nembers of Disabilities Visible Minorities	n Number Men Women Number Men Women	Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col.	0 0 0	0 0 0	0 0 0 0 0	0 0 0 0	0 10 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 1 0 1 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0		
National Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) X Province/Territory (specify) 19 NBWFOUNDLAND 1 Remains National (Canada) 1 Remains Nati		ORT INDUS	g Period:	ccupation	mbers of e Minorit	Men	_ Col.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0	0	0	0	0	0	0	0	0	0	0	0.	0 1
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me of Business: 000018 AIR ATLANTIC LTD. Industrial Sector: 451 AIR TRANSPORT IN	A	1	DUSTRIE
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<	Province/Territory (specify)	ry (specify)	19 NEWFOU	NEWFOUNDLAND	- !	Reporting Period:	Per 10d:	6861
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Women	Total Men	Women	Total Number	Men	Women	Total Number	Men	Women
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Employment and Immigration Canada

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Name of Business:	000018		AIR ATLANTIC LTD.	1	1		Industrial	l Sector:	451 A	451 AIR TRANSPORT INDUSTRIES	RT INDUST	RIES.
Location:	Nat	National (Canada)	nada) X P	X Province/Territory	erritory	(specify)	19	NEWFOUNDLAND		Reporting Period: 1989	Period:	1989
OCCUPATIONAL	A11	All Employees	S	Aborigi	Aboriginal Peoples	ples	Persons v	ons with bilities		Mem	Members of Visible Minorities	es
GROUPS	Total	Men	Women	Total	Men	Иотеп И	Total Number	Men	Women	Total Number	Men	Women
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Upper-level managers	0	0	0	0	0	0	CHARLE THROUGH	0	1	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	- 0	0	0	0	0
Other manual	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0	0	0	0	0	0	0	0	0		0	0

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Page 1

Part A

eriod: 1989		Members of Visible Minorities	Total Number Men Women	Col 111 Col 121 Col 13		1)	11			#	
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Name of Business:	Location:	OCCUPATIONAL	GROUPS	Upper-level		Middle or other managers	Professionals	11	Semi-professionals and technicians	Supervisors	emen/w

Part A Page 2

Asiness: 000018 AIR ATLANTIC LTD. Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989	National (Canada) X Province/Territory 12 NOVA SCOTIA Designated CMA	ATIONAL Top and 0 All Employees Aboriginal Peoples Disabilities Visible Minorities	Salary range A Total Romen Women Number Men Women Number Men	17500 44 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	22500 24999	2250 4 3 1 2499 1 1 24	34999 15000 17499	I Ged	ual	The state of the s
Name of Business:	Location:	OCCUPATIONAL	GROUPS	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual	

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Page 1

Part B

Name of Business:	000018 AIR ATLA	AIR ATLANTIC LTD.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Industrial Sector:	Sector:	451 AI	451 AIR TRANSPORT INDUSTRIES Reporting Perlod:	ORT INDU	STRIES.	Reportin	g Perlod	1989	61
Location:	National (Canada)		X Province/Territory	erritory		12 NOVA SCOTIA	A		Designated CMA	ed CMA			
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Middle or other managers	11 11 11 11 11 11 11 11 11	<u></u>		U 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11				11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	14 19 19 19 19 11 11	99 95 10 11 14 28 20	10 10 10 10 10 10 10 10 10 10 10 10 10 1
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Page 2

Part B

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES

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Name of Business:	Location:	1 1 1			~	\$10,	\$15,	\$17,	\$20,	\$22,	\$25,	\$27,	\$30,	\$35,	\$40,	\$50,	\$70,000 > 1	TOT

Employment and Immigration Canada

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SALARY	A11	Employees		Aborig	Aboriginal Peoples	les	Per	Persons with Disabilities		Visible	Members of Visible Minorities	es
RANGES	Total		Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
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Name of Business:	000018	000018 AIR ATLANTIC LTD	TIC LTD.				Industria	Industrial Sector:	451 A	451 AIR TRANSPORT INDUST	RT INDUST	
Location:	Nati	National (Canada)	1	X Province/Territory (specify)	rritory	(specify)	12 NOVA SCOTIA	SCOTIA	1	Reporting Period:	Period:	1989
OCCUPATIONAL	A11	Employees		Aborigi	Aboriginal Peoples	les	Pers	Persons with Disabilities		Wem Visible	Members of Visible Minorities	S
GROUPS	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 111	Col. 12
Upper-level managers	0	0	0	0	0	1 1	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	57	55	2	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0		0	0	0	0	0
Foremen/women	2	2	0	0	0	0	0	0	0	0	0	0
Clerical workers	m .	0	m	0	0	0	0	0	0	0	0	0
Sales workers	-		0	0	0	0	0	0	0	0	0	0
Service workers	31	-	30	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	6	7	2	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	103	99	37	0	0	0	0	0	0'	0	0	0

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	Name of Business:	Location:	OCCUPATIONAL	GR		Upper-level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual Workers	TOTAL NUMBER OF EMPLOYEES HIRED
	N	- Lo			11	Upp	Mid	Pro	Sem	Sup	For	Cle.	Sal	Ser	Skil	Semi	Othe	EMP

PERMANENT FULL-TIME EMPLOYEES PROMOTED

Part A

Name of Business:	000018	000018 AIR ATLANTIC LTD	TIC LTD.		1	-	Industria	Industrial Sector:	£	R TRANSPOR	451 AIR TRANSPORT INDUSTRIES	s.
Location:	Nati	onal (Car	ada) X P	National (Canada) X Province/Territory (specify)	itory (s	pecify)	12 NOVA SCOTIA	SCOTIA		Reporting	Reporting Period: 1989	6
	Employe	Employees promoted		(Employees promoted to which or within	ed durin in which	during the year which they have	ar are to be ve been last	be reported (ast promoted)	nly	in the oc	in the occupational groups	roups
OCCUPATIONAL	A11	All Employees		Aboriginal	l Peoples	S	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	
GROUPS	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men Wo	Women
	Col. 1	Col. 2	Col. 3	Col. 4 C	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 101	Col. 111 Col	1. 12
Upper-level managers	0	0	0	0	0	0	0	0		1 1		0
Middle or other	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women		0		0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES PROMOTED		0		0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS		0	1	0	0	0	0	0	0	0	0	0

PERMANENT PART-TIME EMPLOYEES PROMOTED

	1	1	1	PERMANENT	PART-TIME		EMPLOYEES PROMOTED	0	Form	.m 5	Part B	
Name of Business:	000018 AIR	ATLANTIC	NTIC LTD	1		_	Industrial	al Sector:	451 AI	AIR TRANSPO	TRANSPORT INDUSTRIES	PRIES.
Location:	National (Canada)	1 (Ca	×	Province/Territory	erritory	(specify)	12 NOVA	SCOTIA		Reporting Period:	Period:	1989
	Employees p	promoted	-	Employees pro	moted	during the y	year are to have been la	o be reported last promoted)	only	in the	occupational	al groups
OCCUPATIONAL	All Empl	Employees	1	Aboriginal	inal Peoples	les	Pers	Persons with Disabilities	1	Wisible	Members of Visible Minorities	les
GROUPS	Total Me	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1 Col	1.2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9 1	Col. 101	Col. 111	Col.
Upper-level managers	0	0	0	0		0	1		0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	0	0	0	0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF PROMOTIONS		0	0	0	0	0	0	0	0	0	0	0

PERMANENT FULL-TIME EMPLOYEES TERMINATED

The state of the s	4 0 0 0 0 0 0	TO AMI	TEL CIEN	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-	Industria	Industrial Cortor.	A51 A1	AST ALP TRANSPORT INDISTRIES	TABLEST	STES
Name of Business:		IN AILA	UNULS AIR AILANIIC LID.	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	TINGO CT TO	1 30000	70.	TO TOWN WITH WITH		
Location:	Natio	National (Canada)	nada) X Pı	X Province/Territory (specify)	erritory	(specify)	12 NOVA	NOVA SCOTIA	- 1	Reporting	Period:	1989
OCCUPATIONAL	A11 E	Employees		Aborig	Aboriginal Peoples	les	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	(3)
GROUPS	Total Number	Men	Women	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	1 Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 101 Col.	Col. 111	111 Col. 12
Upper-level	0	0	0	0		0		1	1	0	0	0
Middle or other	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	18	17		0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers		0		0	0	0	0	0	0	0	0	0
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	15	0	15	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	9	ਚ	2	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0 11	0 0 0 0 0 0 0 0 0 0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	0 4	21	19	0	0	0	0	0	0	0	0	0

Employment and Immigration Canada

				PERMANENT PART-TIME	PART-TIME	EMPLOYEES TERMINATED	TERMINA	TED		Form 6		Part B		-
Name of Business:	000018 AIR		ATLANTIC LTD				Industr	Industrial Sector:		1 AIR T	RANSPOR	451 AIR TRANSPORT INDUSTRIES	RIES.	!
Location:	Nati	National (Ca	(Canada) X	Province/	Territory	Province/Territory (specify)		12 NOVA SCOTIA		l Rep	orting	Reporting Period:	1989	i i
OCCUPATIONAL	A11	Employees	Ω	Abori	Aboriginal Peoples	ples	Pe Di	Persons with Disabilities			Memb /isible	Members of Visible Minorities	S du	
GROUPS	Total Number	Men	Women	Total Number	- Men	Women	Total Number	Men	Women		Total Number	Men	Women	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Col. 1	Col. 2	Col. 3	Col. 4	Col.	Col. 6	Col.	-	Col.	1 6	1. 101	Col. 111	Col	1 1
Upper-level managers	0	1	l !	i ——	1	0	0	0			0	0	0	
Middle or other managers	0	0	0	0		0	0	0	! ! ! !	0	0	0	0	
Professionals	0	0	0	0	0	0	0	0	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		0	0	0	!
Semi-professionals and technicians	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Supervisors	0	0	0	0	0	0	0	0		0	0	0	0	1
Foremen/women	0	0	0	0	0		0	0	i i i		0	0	0	1
Clerical workers	2	0	2		0	0	0	0		0	0	0	0	!
Sales workers	0	0	0			0	0	0		0	0	0	0	1
Service workers	0	0	0	0	0	0	0	0			0	0	0	!
Skilled crafts and trades workers	0	0	0		0	0	0	0		0	0	0	0	1
Semi-skilled manual workers	0	0	0	0	0	0	0	0		0	0	0	0	l l
Other manual	0	0	0	0	0	0	0	0		0	0	0	0	1 1
TOTAL NUMBER OF EMPLOYEES TERMINATED	2	0	2	0	0	0	0	0		0	0	0	0	1 1

Form 2

Page 1

Name of Business:	000018 AIR ATLANTIC LTD.	LTD. Industrial Sector:	1	451 AIR TRANSPORT INDUSTRIES. Reporting Period:	ng Period: 1989
Location:	National (Canada)	Province/Territory		X Designated CMA 03 HALIFAX	03 HALIFAX
OCCUPATIONAL	Top and 10	All Employees	Aboriginal Peoples	Persons with Disabilities	Members of Visible Minorities
GROUPS	- - - - - - - - - - - - - - - - - - -	Total Men Women	Total Number Men Women	Total Women	Total Number Men Women
11 11 11 11 11 11 11 11 11 11 11 11 11	Col 1	2 Col 3 Col 4	Col 5 Col 6 Col 7	Col 8 Col 9 Col 10	Col 11 Col 12 Col 13
Upper-level managers	70000 4 and over 3 0 2	1			
Middle or other	55000 4 55000 3 34999 1	1 1 1 2 2 2			
Professionals			11		
Semi-professionals and technicians	45000 4 49999 3 17500 2 19999. I	10 10 10 21 28 28 45 2			
Supervisors	7.7.3.4				
Foremen/women	50000 54999 22499				

Name of Business:	000018 AIR ATL	ATLANTIC LTD.	III	Industrial Sector:	Sector:	451 AI	R TRANSE	ORT INDU	STRIES	AIR TRANSPORT INDUSTRIES REPORTING Period	Period	1989	6
Location:	National (Canada		ovince/	Province/Territory	,	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		×	Designa	X Designated CMA	03 HALIFAX	AX	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
OCCUPATIONAL	Top and	1	All Employees	S	Abori	Aboriginal Peoples	oples	Pe	Persons with	ith ies	Visib]	Members of Visible Minorities	of ities
GROUPS	salary range	A Total	Men	Women	Total Number	Men	Women	Total	Men	Women	Total	Men	Women
	Col 1	Col 2	Col 3	Co1 4	Col 5	Col 6	Co1 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers		4 1	11 11 11 11 15 15			10 00 00 00 00 00 00 00 00 00 00 00 00 0	B B B B B B B B B B B B B B B B B B B	11	H H H H H H			11	:: i l
	14999												
Sales workers		4	15 16 17 11 11 11	B II B II		11 11 11 11 11 11 11 11 11 11 11 11 11	H H H H H H H H H H H H H H H H H H H	# # # # # # # # # # # # # # # # # # #	H H		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	11 14 11 11 11	11 11 11 11 11
		7											
Service workers	II .	4 3	H H H	3	11	11	11 11 11 11 11 11	11 -	11 11 11 11 11	# # # # # # # # # # # # # # # # # # #	- H	11 11 11 11 11 11	
1	10000	2 18		18									
Skilled crafts and trades workers	30000 34999 17499	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2		H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11 11 11 11 11 11 11 11	P:	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11			2.5 2.0 2.0	
Semi-skilled manual workers	H H H H H H H H H H H H H H H H H H H	33	H H H H H H H H H H H H H H H H H H H	H H H H H H H H H H H H H H H H H H H			11 11 11 11 11 11 11	14 14 16 18 18 18	14 18 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11		10 10 10 10 10 10 10 10 10 10 10 10 10 1	55 55 55 10 10 10 10 10 10 10 10 10 10 10 10 10
Other manual	11	3	11 1 1 1 1 1 1 1 1 1	H		11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 12 12 14 14 14	16 18 18 18 16 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	H		11 11 11 13 11 11	11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11 11 11 11 11 11 11 11 11 11 11 11 11
TOTAL NUMBER OF EMPLOYEES	OYEES	194 1	129	99			H 1 1 H 1 H 1 H 1 H 1 H 1 H 1 H 1 H 1 H	11 1 11 1 11 1 11 1 11 1 11 1 11 1	11 1 11 1 11 1 11 1 11 1		21 11 11 11 11 11 11 11 11 11 11 11 11 1	50 61 62 62 69 60 16	11 11 11 11 11 11

	EMPLOYEES
Canada	P-TIME
	PART-
Immigration	PERMANENT
and	: PE
Employment a	CROUPS
Emp]	FIONAL
	OCCUPAT

Page 1

Part B

Name of Business:	000018 AIR ATLANTIC LTD.	ANTIC LTD		Industrial Sector:	Sector:	451 AI	R TRANSP	ORT INDU	STRIES	451 AIR TRANSPORT INDUSTRIES. Reporting Perlod:	g Period	: 1989	6
Location:	National (Canada)		rovince/	Province/Territory		1		×	Designat	X Designated CMA 03 HALIFAX	03 HALIF	AX	
OCCUPATIONAL	Top and	O All	All Employees	es	Abori	Aboriginal Peoples	oples	Pe	Persons with Disabilities	th es	Visibl	Visible Minorities	ties
GROUPS		A Total	Men	Women	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women
Upper-level managers		Col 2	[Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 111	Col 121	Col 13
Middle or other		21 12 13 11 12 12 22 23	11 11 11 11 11 11 11 11 11 11 11 11 11	11 0 11		11 11 11 11 11 11 11 11 11 11 11 11 11		11 11 11 11 11 11 11 11 11	H H H H H H H H H H H H H H H H H H H	0 0 0 0 0	11	0 0 0 11	14 11 11 11 11
Professionals	0 0 0 0 0 0 0 0	1 2 3		H H H H H H H H H H H H H H H H H H H		11 11 11 11 11		11 11 11 11 11 11 11 11 11 11 11 11 11		H H H		11 11 11 11 11 11 11 11 11 11 11 11 11	H H H H H H H H H H H H H H H H H H H
11 0 0	H H H H H H H H H H H H H H H H H H H	334						11		U		11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11
Supervisors			0		11 11 11 11 11 11 11 11 11 11 11 11 11	H H H H H H H H H H H H H H H H H H H	H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11			11 11 11 11 11 11 11 11	11 11 13 11 11 11 11
Foremen/women		33			0 0 0 0 0 0 0 0 0 0 0 0				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	#	15 10 10 10 10 10 10 10 10 10 10 10 10 10		11 11 11 11 11

Page 2

										webor cru		70/1	
Location:	National (Canada)		Province/Territory	erritory				×	X Designated CMA	ted CMA	03 HALIFAX	AX	
OCCUPATIONAL	Top and		All Employees	S	Abori	Aboriginal Peoples	eoples	0.0	Persons with Disabilities	ith	Visib	Members of Visible Minorities	of ities
GROUPS	d)	A Total	Men	Women	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Co1 1	Col 2	Co1 3	Col 4	Col 5	Co1 6	Co1 7	Col 8	Co1 9	Col 10	0	Col 12	1
Clerical workers	10000 12499 10000 12499	7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							1	1			
Sales workers	11 11 13 14 14 14 16 16 17 18 18 18			H H H H H		11	18 18 18 18 18 18 18 18 18	18 18 18 18 18 18 18 11	10 11 15 16 16 17 18 18 18	11 11 13 14 15 10 11 11 11	10 11 11 11 11 11 11 11 11 11 11 11 11 1	13 11 15 15 16 16 16 16 16	15 55 65 61 11 12 12 13
Service workers	17499	- 11 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -		#	11 13 14 15 16 17 18 19 11			11 11 11 11 11 11	- 11	14 11 10 11 11 11 11 11 11 11 11 11 11 11			11 11 11 11 11 11 11 11
Skilled crafts and trades workers	H - H - H - H - H - H - H - H - H - H -		H	H H H H H H H H H H H H H H H H H H H	11 11 11 11 11 11 11 11 11 11 11 11 11	91 98 19 10 10 10 11			H H H H H H H H H H H H H H H H H H H	11 11 11 11 11	B	11 11 11 11 11 11	- 11
Semi-skilled manual workers			11 1 1 1 1 1 1 1 1 1	11 1 1 1 1 1 1 1 1 1	81 101 101 101 101 101 101 101	11 15 16 16 16 16 16 16 16 16 16 16 16 16 16			11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11	11	11 11 11 11 11 11 11 11 11 11 11 11 11	
Other manual	11 11 11 11 11 11 11 11 11 11 11 11 11	22		11	77 1 1 1 1 1 1 1 1 1	11	11 12 13 14 14 14 14 14 14 14 14 14 14 14 14 14			# H H H H H H H H H H H H H H H H H H H	01 01 11 11 11 11 11 11 11 11	01 11 11 12 13 14 14 14 14	58 58 50 50 50 50 50 50 50 50 50 50 50 50 50
TOTAL NUMBER OF EMPLOY	EES			11 0	11 - 11	11 11 11 11 11	11	11 -	11 11 11 11 11 11 11 11 11 11 11 11 11	11 11 11 11 11 11 11 11 11 11 11 11 11			11 11 11 11





0021 CA1 -E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



AIR NOVA INC.

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Canadä

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EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Y		TELEPHONE NUMBER	- 9900	RRITORIES	428	,00	0000	00	472	CORPORATE	SEAL		5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
		EMPLOYMENT EQUIT		AREA CODE TELEPH	902 835	PRO			SASK.		N CANADA	:	······	Juen ::	
INESS NAME	SS 0 BEDFORD HWY 84A 1E6	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	Q		E ANALYST	TED CMAS	Z	MONTREAL) FR		TOTAL EMPLOYEES IN	HEREBY CERTIFY ON BEHALF OF THAT THE RITS TRUE AND ACCURATE IN IEF.			
COMMON OR BUSINESS NAME AIR NOVA	MAILING ADDRESS SUITE 500 1550 BEDFORD HWY BEDFORD, NS B4A 1E6	NAME OF OFFICE	ROXANE OLDFORD	POSITION TITLE	HUMAN RESOURCE ANALYST		GEOGRAPHICAL AREAS	(INDICATE NUMBER OF EMPLOYEES	EACH AREA)			HEREBY CEL		SIGNATURE	
1	BUSINESS	ER OF EMPLOYER) 6 0 0 1 1 1 1 1 1 1 1 1 1 1		NO OF EMPLOYEES 472	NO OF EMPLOYEES	NO OF EMPLOYEES	NO OF EMPLOYEES	NUMBER OF TEMPORARY EMPLOYEES		HEREBY TO B OF THIS REPORT IS MY KNOWLEDGE AND BELIEF.		10	
, , , , , , , , , ,	ADDRESS OF PRINCIPAL PLACE OF BUSINESS 1550 BEDFORD HIGHWAY BEDFORD. NOVA SCOTIA	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	EHAM		CHIEF EXEC. OFFICER	TOR 1 INDUSTRIES.	TOR 2	TOR 3	TOR 4	NUMBER OF PERMANENT PART-TIME	EMPLOYEES 13	Very Control of Contro		25 19c	
FULL LEGAL NAME AIR NOVA INC.	ADDRESS OF PRINCIPAL 1550 BEDFORD HIGHWAY BEDFORD, NOVA SCOTIA	NAME OF CHIEF	MR. HAROLD WAREHAM	POSITION TITLE	CHAIRMAN & CHI	INDUSTRIAL SECTOR 1 AIR TRANSPORT INDUSTRIES	INDUSTRIAL SECTOR	INDUSTRIAL SECTOR	INDUSTRIAL SECTOR	NUMBER OF PERMANENT	EMPLOYEES 449	I. (Name of Employer) INFORMATION CONTAINED EVERY RESPECT, TO THE	<	DATE	
NAME OF EMPLOYER	ADDRESS		OFFICERS		POSITION		INDUSTRIAL	SECTOR(S)		EMPLOYMENT	CATEGORIES	CERTIFICATION	OF	ACCURACY	
I	MZHHE	но	€H)	10	z		ललाय	OMH	NDEE <	CKY.		ORKHH	4HO	KHHOZ	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

			NT EQUITY	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	TELEPHONE NUMBER	835 - 9900	PROVINCES/TERRITORIES	ONT. 0	N.S. 428			YKN 0 N.W.T. 0	472	CORPORATE	SEAL		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
ESS NAME	BEDFORD HWY	A 1E6	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY		AREA CODE	ANALYST 902	DESIGNATED CMAS PROVI	0	0 0	AL 0	REGINA 0 SP	000	TOTAL EMPLOYEES IN CANADA	HEREBY CERTIFY ON BEHALF OF THE THE TRUE AND ACCURATE IN KNOWLEDCE AND BELIEF.			
COMMON OR BUSINESS NAME AIR NOVA	MAILING ADDRESS	BEDFORD, NS B4A 1E6	NAME OF OFFICER	ROXANE OLDFORD	POSITION TITLE	HUMAN RESOURCE ANALYST		TACTURA BUTCAT	1		ZO			, HEREBY CERT. REPORT'S TRUE A			SIGNATURE
	BUSINESS	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ER OF EMPLOYER			R	NO. OF EMPLOYEES	4/Z	EMPLOYEES	NO OF EMPLOYEES	NO OF EMPLOYEES	NUMBER OF TEMPORARY	3	S 1 TO B OF THIS			
ME	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	SCOTIA	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER	REHAM	অ	HEF EXEC. OFFICER	CTOR 1	INDUSTRIES.		CTOR 3	CTOR 4	NUMBER OF PERMANENT	EMPLOYEES 13	ONTAINED IN FORMS I		(J 1990
FULL LEGAL NAME AIR NOVA INC.	ADDRESS OF PR	BEDFORD, NOVA SCOTIA	NAME OF CHIEF	MR. HAROLD WAREHAM	POSITION TITLE	CHAIRMAN & CHIEF EXEC	INDUSTRIAL SECTOR	AIR TRANSPORT INDUSTRIES	INDUSTRIAL SE	INDUSTRIAL SECTOR	INDUSTRIAL SECTOR	NUMBER OF PERMANENT	EMPLOYEES 449	I, (Name of Employer) INFORMATION CONTAINED EVERY RESPECT, TO THE			DATE
NAME OF EMPLOYER	A DDR R S S	ADDRESS	OFFICERS	OFFICENS	MOTTION	FUSILIUN		TATOMOTIVITY	INDOSIKIAL	SECTOR(S)		EMPLOYMENT	CATEGORIES	CERTIFICATION	OF	ACCURACY	
ID	uze-	- LT4 F	+O 4	4€-	102			£	지대다.	OMH	NDEE	- -		OHKHH	r F F F F F F F F F F F F F F F F F F F	VHH	OZ

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Page 1

Part A

Name of Business:	000021 AIR NOVA INC	A INC.	Inc	Industrial Sector:	Sector:	451 A1	R TRANSE	ORT INDU	STRIES.	Reporti	451 AIR TRANSPORT INDUSTRIES. Reporting Period:	1989	
Location:	X National (Canada)		ovince/	Province/Territory		; ; ; ; ;	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	Designated CMA	ted CMA	0 0 0 0 0 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
OCCUPATIONAL	Top and	Q All	All Employees	S	Abort	Aboriginal Peoples	oples	Pe	Persons with Disabilities	ith	Visible	Members of Visible Minorities	1
GROUPS	4) .	1		Women	Total Number	1 1	Women	Total Number	Men	Women	Total Number	Men Wor	Women
	Col 1	Co1 2	Col 3	Co1 4	Co1 5	Co1 6	Co1 7	Col 8	Col 9	Col 10	Col 11	Col 12 Co	Col 13
Upper-level managers	70000 and over 50000 54999	1 2 2 2 1 6	1 2 2	1									1 -
Middle or other managers	55000 59999 20000 22499	4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1000	7									
Professionals	30000 34999 27500 29999	4 1 1 2 1 1 3 1 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3 3 1 3	1 2										
Semi-professionals and technicians	55000 59999 15000 17499	4 21 3 16 2 24 1 54	21 16 23 23 52	7									100 mm m
Vi	40000 44999 20000 22499	1 3 3 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 3 2	The fefficiant way with their control control									
Foremen/women	35000 39999 35000 35000	4 5 5 2 2 2 1 1 1 1 1	2	THE REAL PROPERTY AND ADDRESS OF THE PERTY ADDRESS OF THE PERTY ADDRESS OF THE PERTY AND ADDRESS OF THE PERTY ADDRESS OF THE P									

									F	Form 2	Par	Part A	Page 2
Name of Business:	000021 AIR NOVA INC.	A INC.	In	Industrial Sector:	Sector:	451 AI	451 AIR TRANSPORT INDUSTRIES Reporting Period	ORT INDU	STRIES	Reporting	Period:	1989	
Location: X	X National (Canada)		Province/Territory	[erritory		; ; ; ;			Designated CMA	ed CMA			1
OCCUPATIONAL	Top and	Q A11	All Employees	30	Abori	Aboriginal Peoples	oples	Pe	Persons with Disabilities	th	Visibl	Members of Visible Minorities	f
GROUPS	(1)	T Total Total Col 2	Men Col 3	Women Col 4	Total Number Col 5	Men Col 6	Women Col 7	Total Number Col 8	Men Col 9	Women Col 10	Total Number Col 11	Men Col 12	Women Col 13
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Skilled crafts and		4 22	22								1	1	
trades workers	12500		277										
Somi_chillod	17500	4 1	1		THE PERSON NAME AND ADDRESS OF			NEWS SEED, S	TOOL STATE S				MI 101 001 001 001 001 001 001 001 001 00
manual workers		27											
		6 7	2						200 200 200 200 200 200 200 200 200 200				
Other manual		3	4	3									
workers	14999	1	2	2									
TOTAL NUMBER OF EMPLOYEES		677	266	183							8	3	5
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Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Part B

Form 2

Page 1

Col 13 Women Members of Visible Minorities 1989 Col 12 Men Industrial Sector: 451 AIR TRANSPORT INDUSTRIES. Reporting Period: Total Number Col 11 Col 10 Women Designated CMA Persons with Disabilities Co1 9 Men Total Col 8 Co1 7 Women Aboriginal Peoples Col 6 Men Total Co1 5 Province/Territory Col 4 Women All Employees Co1 3 Men Total Q All 000021 AIR NOVA INC X National (Canada) TOWE | TOWE | TOWE | TOWE | TOWE | TOWE Top and bottom of salary range Col 1 Semi-professionals and technicians Name of Business: OCCUPATIONAL Middle or other managers Professionals Foremen/women GROUPS Upper-level managers Supervisors Location:

Page 2

Name of Business: 00	000021 AIR NOVA INC	A INC.	Inc	Industrial Sector:	Sector:	451 AI	R TRANSP	ORT INDU	STRIES	451 AIR TRANSPORT INDUSTRIES Reporting Period:	Period:	1989	
Location: X	X National (Canada)		rovince/7	Province/Territory	1) 6 6 9 6 5	1 1 1 2 1 1 1	1	Designated CMA	ed CMA	1 2 7 0 6	1 1 1 1 1	; ; ;
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GROUPS	salary range A Tot	Total Number Col 2	Men Col 3	Women Col 4	Total Number Col 5	Men Col 6	Women Col 7	Total Number Col 8	Men Col 9	Women Col 10	Total Number Col 11	Men Col 12	Women Col 13
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Sales workers		75											
Service workers		7527										TOTAL THE PROPERTY AND	
Skilled crafts and trades workers		75											
Semi-skilled manual workers		44								M M M M M M M M M M M M M M M M M M M			
Other manual workers	14671												
TOTAL NUMBER OF EMPLOYEES	PLOYEES	13		13							1		1

Employment and Immigration Canada

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Employment and Immigration Canada

		1	SALARY	RY SUMMARY:	Y: PERMANENT		PART-TIME EMPLOYEES	OYEES		Form	P	Part B
Name of Business:	00002	000021 AIR NOVA INC	A INC.				Industrial	lal Sector	: 451	AIR TRANSPORT INDUSTRIES	ORT INDU	STRIES.
Location:	×	X National	(Canada)	Province	Province/Territory	ry (specify)	fy)			Repor	Reporting Per	Period: 1989
SALARY	A11	All Employees		Aborig	Aboriginal Peoples	les	Pers	Persons with Disabilities		Visible	Members of Visible Minorities	ies
RANGES	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Co1. 7	Col. 8	Co1. 9	Col. 10	Col. 11	Col. 12
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\$7,500-\$9,999	7	0	7	0	0	0	0	0	0	0	0	0
\$10,000-\$12,499	2	0	2	0	0	0	0	0	0	0	0	0
\$12,500-\$14,999	0	0	0	0	0	0	0	0	0	0	0	0
\$15,000-\$17,499	0	0	0	0	0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	0
\$20,000-\$24,999	0	0	0	0	0	0	0	0	0	0	0	0
\$25,000-\$29,999	0	0	0	0	0	0	0	0	0	0	0	0
\$30,000-\$39,999	0	0	0	0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	13	0	13	0	0	0	0	0	0	1	0	
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Part A	RT INDUS	Period:	Members of Visible Minorities	Men	Col. 11	0	0	0	0	0	0	0	0	2		0	0	3
Form 4	451 AIR TRANSPORT INDUST	Reporting Period: 1989	Mem Visible	Total Number	Col. 10	0	0	0	0	0	0		0	3		0	0	5
For	451 AI	_		Women	Col. 9	0	0	0	0	0	0	0	0	0	0	0	0	0
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PERMANENT FULL-TIME EMPLOYEES HIRED			Aboriginal Peoples	Men	Col. 5	0	0	0	0	0	0	0	0	0	0	0	0	0
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Part B	RT INDUST		Members of Visible Minorities	Men	Col. 11	0	0	0	0	0	0	0	0	0	0	0	0	0
7 m	451 AIR TRANSPORT INDUST	Reporting Period:	Mem	Total Number	Col. 10	0	0	0	0	0	0		0	0	0	0	0	1
Form	451 AI	1	1	Women	Col. 9	0	0	0	0	0	0	0	0	0	0	0	0	0
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IE EMPLOYE	_	(specify)	es	Women	Col. 6	0	0	0	0	0	0	0	0	0	0	0	0	0
PERMANENT PART-TIME EMPLOYEES HIRED			Aboriginal Peoples	Men	Col. 5	0	0	0	0	0	0	0	0	0	0	0	0	0
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	INC.			Women	Col. 3	0	0	0	0	0	0	13	0	0	0	0	0	13
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1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Name of Business:	Location:	OCCUPATIONAL	GROUPS	100 May 100 Ma	Upper-level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual workers	TOTAL NUMBER OF EMPLOYEES HIRED

Form 5 Part A	Sector: 451 AIR TRANSPORT INDUSTRIES.	Reporting Period: 1989	are to be reported only in the occupational groups been last promoted)	Persons with Disabilities Visible Minorities	Women Total Men Women	8 Col. 9 Col. 10 Col. 11 Col. 12 0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 1 1 0	0 0 0 0	0 0 0	0 0 1 1 0	
S PROMOTED	Industrial Se	0	year are to be have been last	Person	Total Number Men	Col. 7 Col	0	0	0	0	0	0	0	0	0	0	0	0	
TIME EMPLOYEE		ory (specify)	during the which they	al Peoples	n Women	. 5 Col. 6 0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	
PERMANENT FULL-TIME EMPLOYEES PROMOTED		Province/Territory	yees promoted nich or within	Aboriginal	Total Number Men	Col. 4 Col	0	0	0	0	0	0	0	0	0	0	0	0	
PI	A INC.	(Canada) Pr	oted (Employees to which o	yees	Women	Col. 3	2			2	0	7	0	0	0	0	0	13	
1	1 AIR NOVA INC	X National (C	Employees promoted	All Employees	Men	Col. 2	5	2	29	0	5	1	0	0	18	0	0	63	
	000021	X Na	Emplo		Total	Col. 1	7	3	30	2	2	8	0	0	18	0	0	9/	
1	Name of Business:	Location:		OCCUPATIONAL	GROUPS	Upper-level	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual workers	TOTAL NUMBER OF EMPLOYEES PROMOTED	

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	. e	at		000	9	000000000000000000000000000000000000000	Upper-level	1 80	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual workers	TOTAL NUMBER OF EMPLOYEES PROMOTED	TOTAL NUMBER OF PROMOTIONS
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Form 6 Part A	or: 451 AIR TRANSPORT INDUSTRIES.	Reporting Period: 1989	th Members of Visible Minorities	Women Total Men Women	8 Col. 9 Col. 10 Col. 11 Col. 12	0 0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0	0 1 0 1	0 0 0 0	0 0 0 0	0 0 0 0	$egin{array}{ c c c c c c c c c c c c c c c c c c c$
TERMINATED	Industrial Sector		Persons with Disabilities	Total Number Men	Col. 7 Col.	0	0	0	0	0	0	0	0	0	0	0	0	0
		(specify)	les	Women	Col. 6	0	0	0	0	0	0	0	0	0	0	0	0	0
PERMANENT FULL-TIME EMPLOYEES	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Province/Territory	Aboriginal Peoples	Men	Col. 5	0	0	0	0	0	0	0	0	0	0	0	0	0
RMANENT F	5 5 5 2 2 6 6	rovince/T	Aborig	Total Number	Col. 4	0	0	0	0	0	0	0	0	0	0	0	0	0
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	000021	X Nat	A11	Total Number	Col. 1	0			12			13		20	6	2	5	99
	Name of Business:	Location:	OCCUPATIONAL	GROUPS		Upper-level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual workers	TOTAL NUMBER OF EMPLOYEES

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	000021 AIR NOVA INC	X National (Canada)	All Employees	Men	Co1.							0	0	0	0	0	0	0
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	Name of Business:	Location	occu			Upper-level managers	Middle or other managers,	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual workers	TOTAL NUMBER OF EMPLOYEES TERMINATED
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Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Page 1

Part A

Form

Col 13 Women Members of Visible Minorities Col 12 451 AIR TRANSPORT INDUSTRIES. |Reporting Period: Total Col 11 Col 10 Women Designated CMA Persons with Disabilities Col 9 Men Total Number Col 8 Women Col 7 Aboriginal Peoples 12 NOVA SCOTIA Co1 6 Men Total Number Col 5 Industrial Sector: X Province/Territory Co1 4 Women Employees Col 3 Men A11 Total Number Col 2 21 24 24 54 000021 AIR NOVA INC National (Canada) ODARH TAME | TAME | TAME | TAME | TAME | TAME Top and bottom of calary range 70000 and over 50000 54999 55000 59999 22500 24999 Col 1 30000 34999 27500 29999 \$5000 \$9999 15000 17499 40000 44999 20000 22499 35000 39999 35000 35000 Semi-professionals and technicians Name of Business: OCCUPATIONAL Middle or other managers Professionals Foremen/women GROUPS Upper-level managers Supervisors Location:

Part A

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Col 13 S Members of Visible Minorities 1989 Col 12 m 451 AIR TRANSPORT INDUSTRIES Reporting Period: Total Number Col 11 8 Col 10 Women Designated CMA Persons with Disabilities Men Col 9 Total Number Col 8 Col 7 Women Aboriginal Peoples 12 NOVA SCOTIA Col 6 Men Total Number Col 5 Industrial Sector: X Province/Territory Co1 4 Women 275 23300 158 All Employees Men Col 3 2222 2mp 45 253 Total Number Col 2 2557 24700 2225 2 411 000021 AIR NOVA INC National (Canada) ODARH 1 HOUR 1 HOUR 1 HOUR 1 HOUR 1 HOUR 1 Top and bottom of least range Col 1 22500 24999 12500 14999 17500 19999 12500 14999 22500 24999 20000 22499 12500 14999 30000 34999 12500 14999 17500 TOTAL NUMBER OF EMPLOYEES Skilled crafts and trades workers Name of Business: OCCUPATIONAL Clerical workers Service workers Semi-skilled manual workers Sales workers GROUPS Other manual workers Location:

Part B

Name of Business:	000021 AIR NOVA INC.	INC.	Inc	Industrial Sector:	Sector:	451 AI	451 AIR TRANSPORT INDUSTRIES. Reporting Period:	PORT INDU	STRIES.	Reporti	ng Period	1989	6
Location:	National (Canada)		X Province/Territory	erritory		12 NOVA SCOTIA	Į.		Designated CMA	ted CMA			
OCCUPATIONAL	Top and	Q All	All Employees	S	Abori	Aboriginal Peoples	oples	Pe	Persons with Disabilities	ith	Visibl	Members of Visible Minorities	f
GROUPS		Total	Men	Women	Total Number		Women	Total		Women		Men	Women
Upper-level managers	4524			1		0 100	100	0 707	6 707 3	107 107	11 100	100	13
Middle or other managers	14604	1234											
Professionals	1 2 3 4 4 1	THE AND THE COLUMN AND THE AND											
Semi-professionals and technicians	1 2 3 4												10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Supervisors	14671			OCC CASE WHILE SHALL SHA						THE REAL PROPERTY AND ADDRESS OF THE PERSON ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON ADDRESS OF			
Foremen/women	17.34			NAME OF TAXABLE PARTY O									

Part B

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Col 13 Women Members of Visible Minorities Col 12 Men Total Number Col 11 451 AIR TRANSPORT INDUSTRIES Reporting Period: Col 10 Women Designated CMA Persons with Disabilities Men Col 9 Total Number Col 8 Women Col 7 Aboriginal Peoples 12 NOVA SCOTIA Men Col 6 Industrial Sector: 4 Total Number Col 5 X Province/Territory Col 4 Women 77 4 10 All Employees Men Col 3 Total Number Co1 2 45 4 10 Top and U Lobottom of U Lobottom of Tr 000021 AIR NOVA INC. National (Canada) 1 HOWE 1 HOWE 1 HOWE 1 HOWE 1 HOWE Col 1 10000 12499 5000 7499 TOTAL NUMBER OF EMPLOYEES Skilled crafts and trades workers Name of Business: OCCUPATIONAL Clerical workers Service workers Semi-skilled manual workers Sales workers GROUPS Other manual workers Location:

Employment and Immigration Canada

			SALA	Y SUMMARY	7: PERMAN	ENT FULL-	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES	OYEES		Form 3	P	Part A
Name of Business:		000021 AIR NOVA INC	INC.				Industr	Industrial Sector:		451 AIR TRANSPORT INDUSTRIES	ORT INDU	STRIES.
Location:		National	(Canada))	National (Ganada)X Province/Territory (specify)	/Territo	ry (speci	6	12 NOVA SCOTIA		Repor	ting Peri	Reporting Period: 1989
SALABY	A11	All Employees		Aborigi	Aboriginal Peoples	es	Pers	Persons with Disabilities		Mem Visible	Members of Visible Minorities	es
RANGES	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Co1. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
< \$10,000	0	0	0	0	0	0	0	0	0	0	0	0
\$10,000-\$14,999	59	17	42	0	0	0	0	0	0	4	2	2
\$15,000-\$17,499	73	19	54	0	0	0	0	0	0	2	0	2
\$17,500-\$19,999	58	28	30	0	0	0	0	0	0	0	0	0
\$20,000-\$22,499	18	e	15	0	0	0	0	0	0	0	0	0
\$22,500-\$24,999	61	53	8	0	0	0	0	0	0	0	0	0
\$25,000-\$27,499	11	6	2	0	0	0	0	0	0	0	0	0
\$27,500-\$29,999	28	26	2	0	0	0	0	0	0	1	1	0
\$30,000-\$34,999	21	19	2	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	24	23		0	0	0	0	0	0	0	0	0
\$40,000-\$49,999	26	25	1	0	0	0	0	0	0	0	0	0
\$50,000-\$69,999	28	28	0	0	0	0	0	0	0	0	0	0
\$70,000 >	4	3	1	0	0	0	0	0	0	1	0	
TOTAL NUMBER OF EMPLOYEES	411	253	158	0	0	0	0	0	0	8	3	2
									3 3 6 6 1			4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Form 3 Part B	ING. 451 AIR TRANSPORT INDUSTRIES.	National (Canada)X Province/Territory (specify) 12 NOVA SCOTIA Reporting Period: 1989	Aboriginal Peoples Disabilities Visible Minorities	Women Total Men Women Total Men Women Total Men Women	Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 12			4 0 0 0 0 0 0 1 0 1	0 0 0 0 0 0 0 0 0	1 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0						0 0 0 0 0 0 0 0 0		10 0 0 0 0 0 0 0 1
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ada)X Province/Terri	Aboriginal Pe	Total	3 Col. 4 Col.	0	0	0	-	· · · ·	0	0	0	0	0	0	0	0	0
	000021 AIR NOVA INC	National (Can	All Employees	Total Men Wom	Col. 1 Col. 2 Col	0 0	0 0	0 7	5 0 0	1 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	
	Name of Business:	Location:	No a tag			< \$2,500	\$2,500-\$4,999	\$5,000-\$7,499	\$7,500-\$9,999	\$10,000-\$12,499	\$12,500-\$14,999	\$15,000-\$17,499	\$17,500-\$19,999	\$20,000-\$24,999	\$25,000-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	000,05\$ <	TOTAL NUMBER OF

	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1		PERMANEN	T FULL-TI	PERMANENT FULL-TIME EMPLOYEES HIRED	EES HIRED		Fo	Form 4	Part A	
Name of Business:	000021	000021 AIR NOVA INC.	INC.	3 3 4			Industri	Industrial Sector:	451 A	451 AIR TRANSPORT INDUST	RT INDUST	
Location:	Nat	National (Car	(Canada) X Province/Territory (specify)	rovince/T	erritory	(specify)	12 NOVA SCOTIA	SCOTIA		Reporting Period: 1989	Period:	1989
OCCUPATIONAL	A11	Employees	50	Aborig	Aboriginal Peoples	les	Pers	Persons with Disabilities	1	Visible	Members of Visible Minorities	es
GROUPS	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Co1. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	∞	9	2	0	0	0	0	0	0	0	0	0
Professionals	2	2	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	20	64		0	0	0	0	0	0	0	0	0
Supervisors	7	7	0	0	0	0	0	0	0	0	0	0
Foremen/women			0	0	0	0	0	0	0	0	0	0
Clerical workers	45	12	33	0	0	0	0	0	0	1	0	
Sales workers	2	0	2	0	0	0	0	0	0	0	0	0
Service workers	58		47	0	0	0	0	0	0	3	2	1
Skilled crafts and trades workers	43	42	-	0	0	0	0	0	0	1		0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	6	2		0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	222	129	93	0	0	0	0	0	0	2	3	2
												0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

				PERMANENT	PERMANENT PART-TIME	ME EMPLOY	EMPLOYEES HIRED		Fo	Form 4	Part B	
Name of Business:	000021	000021 AIR NOVA INC	INC.				Industri	Industrial Sector	1	451 AIR TRANSPORT INDUST	ORT INDUST	
Location:	Nat	National (Car	(Canada) X Pr	X Province/Territory		(specify)	12 NOVA SCOTIA	SCOTIA		Reporting	Reporting Period: 1989	1989
OCCUPATIONAL	A11	Employees		Aborigi	Aboriginal Peoples	les	Per	Persons with Disabilities		Visible	Members of Visible Minorities	es
GROUPS	Total Number	Men	Women	Total	Men	Women	Total Number	Men	Women	Total Number	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Co1. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other managers	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	0
Clerical workers	10	0	10	0	0	0	0	0	0		0	
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and	0	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled manual workers	0	0	0	0	0	0	0	0	0	0	0	0
Other manual workers	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	10	0	10	0	0	0	0	0	0		0	

Manuel of Bustness: Manuel of Manuel o		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	1	ERMANENT	PERMANENT FULL-TIME EMPLOYEES PROMOTED	EMPLOYEE	S PROMOTEI	Q	Fo	Form 5	Part A	1	-
The property contact Canada X Province Teach	me of Business:	000021	AIR NOVA	INC.	8 8 8 8 8 8			Industria	al Sector:	451 A	IR TRANSPO	ORT INDUST	TRIES.	
Marie Employees promoted (Employees promoted during the year are to be reported) only in the occupational late promoted (Employees promoted during the have been last promoted) only in the occupational late promoted only in the occupation late promoted only	cation:	Nati		×	rovince/T		(specify)	12 NOVA	SCOTIA		Reporting	Period:	1989	!
Total Number Nu		Employe	ees promo	ted (Emplo	oyees pro	moted duri	ing the y	ave been	be repor	ted only	in the oc	cupations	al groups	
Total Lange L	OCCUPATIONAL	A1		e s	Abo	riginal Pe	soples	Pe	ersons wit	h es	Visi	fembers of	frities	1
Col. 1 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 12 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 11 Col. 11 Col. 12 Col. 3 Col. 6 Col. 6 Col. 9 Col. 10 Col. 11 Col. 11 Col. 12 Col.	GROUPS	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	;
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From Fig. 1. The color of the c	er-level lagers	3	6	0	0	0	0	0	0	0	0	0	0	-
and the control of th	dle or other	9	4	2	0	0	0	0	0	0	0	0	0	1
ratis 30 29 1 0 </td <td>fessionals</td> <td>8</td> <td>2</td> <td></td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>:</td>	fessionals	8	2		0	0	0	0	0	0	0	0	0	:
FS	i-professionals technicians	30	29	1	0	0	0	0	0	0	0	0	0	1
rs 8 1 7 0	ervisors	2	0	2	0	0	0	0	0	0	0	0	0	!
rs 8 1 7 0	emen/women	5	5	0	0	0	0	0	0	0	0	0	0	1 1
and 18 18 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	rical workers	8		7	0	0	0	0	0	0	0	0	0	i i
and 18 18 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	es workers	0	0	0	0	0	0	0	0	0	0	0	0	1
and 18 18 0 0 0 0 0 0 1 1 1 0 <td>vice workers</td> <td>0</td> <td>:</td>	vice workers	0	0	0	0	0	0	0	0	0	0	0	0	:
FED 75 62 13 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	lled crafts and des workers	18	18	0	0	0	0	0	0	0		1	0	1
TED 75 62 13 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	i-skilled aal workers	0	0	0	0	0	0	0	0	0	0	0	0	!
TED 75 62 13 0 0 0 0 0 0 0 1 1 1 1 80 80 67 13 0 0 0 0 0 0 0 1 1 1	er manual kers	0	0	0	0	0	0	0	0	0	0	0	0	:
80 67 13 0 0 0 0 0 0 0 1 1	AL NUMBER OF LOYEES PROMOTED	75	62	13	0	0	0	0	0	0			0	1
	AL NUMBER OF	80	19	13	0	0	0	0	0	0			0	1 1

Employees promoted (Employees promoted during the year are to be reported only 12 NOVA SCOTIA 12 NOVA SCOTIA 12 NOVA SCOTIA 14 NOVA SCOTIA 15 NOVA		10000	Anom of A		REMANENT I	PART-TIME	EMPLOYEES	PERMANENT PART-TIME EMPLOYEES PROMOTED		Form	orm 5 Part B	Part B	RIES
Mational (Ganada) X Province/Territory (specify) 12 NOVA SCOTIA Reporting Performal 1599 Reporting Performance 1599 Reporting Perfor	Name of Business:	000021	AIR NOVA	INC.			-	Industrial	1 Sector:		K IKANSPU	KI INDUST	KIES.
Language	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Nat		×	ovince/Te		(specify)	12 NOVA	SCOTIA		Reporting	Period:	1989
Total Head	1	Employ	ees promo		yees pron	noted duri	ing the year		be repor	ted only	in the oc	cupationa	
Total Number Tota	TONAL	A		S	Abor	iginal Pe	oples	- La	rsons wit Sabiliti	h es	Visi	lembers of ble Minor	ities
10	Š	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	Women
The state of the s		Col. 1	1 .	1 .	: .	1 .	1		: . !	1 . [
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	other	0	0	0	0	0	0	0	0	0	0	0	0
state 0 0 0 0 0 0 0 0 0	als	0	0	0	0	0	0	0	0	0	0	0	0
	ssionals	0	0	0	0	0	0	0	0	0	0	0	0
	t	0	0	0	0	0	0	0	0	0	0	0	0
	men	0	0	0	0	0	0	0	0	0	0	0	0
	orkers	0	0	0	0	0	0	0	0	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ers	0	0	0	0	0	0	0	0	0	0	0	0
The part of the pa	Service workers	0	0	0	0	0	0	0	0	0	0	0	0
	Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0	0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	ed kers	0	0	0	0	0	0	0	0	0	0	0	0
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	TRIES.	1989	ies	Women	Co1.					-				1	1	1 1 1	5 5 8 8	
Part A	ORT INDUS	Period	Members of Visible Minorities	Men	Col. 11	0	0	0	0	0	0	0	0	0	0	0	0	
Form 6	451 AIR TRANSPORT INDUSTRIES	Reporting Period: 1989	Visible	Total	Col. 10	0	0	0	0	0	0	0	0		0	0	0	And whose points make your reason points and the point which which which we will be points and the po
For	451 AI			Women	Col. 9	0	0	0	0	0	0	0	0	0	0	0	0	0
Q	Industrial Sector	SCOTIA	Persons with Disabilities	Men	Col. 8	0	0	0	0	0	0	0	0	0	0	0	0	
TERMINATE	Industria	12 NOVA SCOTIA	Pers Disa	Total Number	Col. 7	0	0	0	0	0	0	0	0	0	0	0	0	0
MPLOYEES	-	(specify)	es	Women	Col. 6	0	0	0	0	0	0	0	0	0	0	0	0	0
ILL-TIME E			Aboriginal Peoples	Men	Col. 5	0	0	0	0	0	0	0	0	0	0	0	0	0
PERMANENT FULL-TIME EMPLOYEES TERMINATED		Province/Territory	Aborigi	Total Number	Col. 4	0	0	0	0	0	0	0	0	0	0	0	0	0
PER	INC.	(Canada) X Pr		Women	Col. 3	0	0	0	0	0	0	2		13	———	0	5	25
	000021 AIR NOVA INC	National (Can	All Employees	Men	Col. 2	0		-	12		-	7	0	7	00	0	0	38
	000021	Nati	A11	Total Number	Col. 1	0	-		12	-	-	12		20	6	0	5	63
	Name of Business:	Location:	OCCUPATIONAL	GROUPS		Upper-level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	Sales workers	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual workers	TOTAL NUMBER OF EMPLOYEES TERMINATED

_																		
		6	8 1 8 0 5	Women	l. 12	0	0	0	0	0	0	0	0	0	0	0	0	0
~	STRIE	1: 1989	ties	Won	11 001.	0	0	_						-				
Part B	RT INDU	Perio	Members of ble Minori	Men	Col.]			0		0	0	0	0	0	0	0	0	0
ст 6	451 AIR TRANSPORT INDUSTRIES	Reporting Period:	Members of Visible Minorities	Total Number	Col. 10	0	0	0	0	0	0	0	0	0	0	0	0	0
Form	451 A			Women	Col. 9	0	0	0	0	0	0	0	0	0	0	0	0	0
Q	1 Sector:	SCOTIA	Persons with Disabilities	Men	Col. 8	0	0	0	0	0	0	0	0	0	0	0	0	0
TERMINATE	Industrial Sector	12 NOVA SCOTIA	Pers Disa	Total	Col. 7	0	0	0	0	0	0	0	0	0	0	0	0	0
MPLOYEES	1	(specify)	es	Women	Col. 6	0	0	0	0	0	0	0	0	0	0	0	0	0
RT-TIME E			Aboriginal Peoples	Men	Col. 5	0	0	0	0	0	0	0	0	0	0	0	0	0
PERMANENT PART-TIME EMPLOYEES TERMINATED		Province/Territory	Aborigi	Total Number	Col. 4	0	0	0	0	0	0	0	0	0	0	0	0	0
PER	INC.	×		Women	Col. 3	0	0	0	0	0	0	m	0	0	0	0	0	3
	000021 AIR NOVA INC	National (Canada)	Employees	Men	Col. 2	0	0	0	0	0	0	0	0	0	0	0	0	0
	000021	Nati	A11	Total Number	Col. 1	0	0	0	0	0	0		0	0	0	0	0	e .
	Name of Business:	Location:	OCCUPATIONAL	GROUPS		Upper-level managers	Middle or other managers	Professionals	Semi-professionals and technicians	Supervisors	Foremen/women	Clerical workers	es wo	Service workers	Skilled crafts and trades workers	Semi-skilled manual workers	Other manual workers	TOTAL NUMBER OF EMPLOYEES TERMINATED

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

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Part A

. Industrial Sector: 451 AIR TRANSPORT INDUSTRIES Reporting Period: 1989	Province/Territory X Designated CMA 03 HALIFAX	All Employees Aboriginal Peoples Persons with Members of Disabilities Visible Minorities	tal Men Women Total Men Women Total Men Women Number Men Women Women	1 2 Col 3 Col 4 Col 5 Col 6 Col 7 Col 8 Col 9 Col 10 Col 11 Col 12 Col 13			9	1 1 1		1 3	1 1		3 2 1			24 52 1			113 22 9	2 5		
Industrial Sector:	Province/Territory		Men Women	3 Col 4 Col	1	7	9	A CONTRACTOR OF THE PROPERTY O	000	2 2	and the control and the contro		2 1		16	23 1		3	2 9	2		
000021 AIR NOVA INC.	National (Canada)	Top and Q N1	4)	Col 1 Col 2	70000 4 1	and over 3 50000	1	55000 4	1		30000 4		29999 L	55000 4 21	3	17499 24	40000 4		22499 1	7		35000 39999 I
Name of Business:	Location:	OCCUPATIONAL	GROUPS			Upper-level managers	,		Middle or other	managers		Professionals			Semi-professionals	and rechnicians		Supervisors			Foremen/women	

Name of Business: 000021	Location: Nation	OCCUPATIONAL	GROUPS	ŭ		Clerical workers 22	17		Sales workers 24			Service workers 22	17	-	Skilled crafts and 34		The state of the s		manual workers			Ucher manual		TOTAL NUMBER OF EMPLOYEES
000021 AIR NOVA INC	National (Canada)	Top and	41	Col 1	22500 4		14999	22500 4	1	00	20000		14999	I		12500	10.00	19999		H	15000		14999	
A INC.		Q A1	A Total	Col 2	4 5	3 17	1 24	4	200	1	6 7		77 1	4	3 10	2 23		-	7	A me was not not not not not not	3		34	385
In	Province/	All Employees	r Men	_ Col 3			0						0 4	22	-	272	24	1						239
Industrial Sector:	Province/Territory	es	Women	Co1 4	5	11	16	1			6	6	202	AND			TOTAL SEE AND THE REAL PROPERTY.				3		300	146
Sector:	Α	Abori	Total Number	Col 5							100 TOTAL DESCRIPTION OF THE PERSON OF THE P			AND AND THE THE THE THE THE THE THE			DES TOTS SOR AND THE REAL PROPERTY.							THE REAL PROPERTY AND ADDRESS OF THE PERTY
451 AI		Aboriginal Peoples	Men	Col 6													the same of the tree had not the day							
451 AIR TRANSPORT INDUSTRIES Reporting Period:	4 4 1 1 6	oples	Women	Co1 7																THE REAL PROPERTY AND ADDRESS.				
PORT INDI	×	Pe	Total	Col 8							A 100 CO													
STRIES	X Designated CMA	Persons with Disabilities	Men	Col 9										A 200 MILES SEE SEE SEE SEE SEE SEE SEE SEE SEE										
eporting		th	Women	Col 10										THE RES (10.1 (10.			100 100 100 100 100 100							
Period	03 HALIFAX	Visib	Total	Col 11			r						3 5		1					And and the same of the same of				8
1989	AX	Members of Visible Minorities	Men	Col 12									2	1	1									3
	4 1 1 4 1	f	Women	Col 13			r						1	No. 200 Annual Park State of the last						No. of Co. of Co. of Co.				5

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Page 1

Part B

Name of Business:	000021 AIR NOVA INC.	INC.	Inc	Industrial Sector:	Sector:	451 A1	451 AIR TRANSPORT INDUSTRIES. Reporting Period:	ORT INDU	STRIES.	Reporti	ng Period	1989	6
Location:	National (Canada)	1 1 1	Province/Territory	Cerritory				×	Designat	ed CMA	X Designated CMA 03 HALIFAX	AX	
OCCUPATIONAL	Top and		All Employees	S	Abori	Aboriginal Peoples	oples	Pe Dí	Persons with Disabilities	th es	Visibl	Members of Visible Minorities	f
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Middle or other	34												THE THE THE PERSON
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Professionals	1400												
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Semi-professionals and technicians	734												
A CANADA													
Supervisors	14								TO THE REAL PROPERTY AND ADDRESS OF THE PERTY ADDRESS OF THE PE				
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Foremen/women	144												
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Page 2

Part B

Name of Business:	000021 AIR NOVA INC.	A INC.	Ind	Industrial Sector:	Sector:	451 AI	R TRANSP	ORT INDI	STRIES	451 AIR TRANSPORT INDUSTRIES Reporting Period:	Period:	1989	
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CANADIAN HELICOPTERS
LIMITED

0029

Canadä^{*}

Minister of Supply and Services Canada 1990
Ministre des Approvisionnements et Services Canada 1990

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4391 Agai Dove Richmond, BC Conado V78 1A5 Telex 04 355594 Fax 604 278 1637 Let 604 278 5502

June 15, 1990

The Employment Equity Branch Employment and Immigration Canada 140 Promenade du Portage Phase IV, 5th Floor Ottawa/Hull K1A 0J9

Dear Sir or Madam:

Re:

Canadian Helicopters Limited Employment Equity Report: Executive Summary

Attached are the applicable Employment Equity report forms for Canadian Helicopters Limited. The new company is a result of an original amalgamation of Okanagan Helicopters Ltd., Toronto Helicopters Limited and Sealand Helicopters Limited, all of which reported separately in the past.

I apologize sincerely for the delay in submitting this report. Having delayed our start on the report so that we could use the new Employment Equity software, we were further delayed when there were some obvious computer based errors in the results; namely, all the 1989 terminees had been wiped off the data from our Royal Bank tape which we used to transfer our data onto the new programs. The act of manually correcting the glich has delayed our submission. Also, when we printed out our first copy, the number of part-time employees on form 2 did not match the number of part-time employees on form 3. It appeared as if the the first digit was dropped, for example, 8 instead of 28.

Again, our temporary employee group was less than 20% of the total work force of the reporting group and the numbers are therefore not reported. However, to my surprise our Newfoundland employee group of 95 people is included in the report although I thought that the minimum number for reporting was 100. Reports for the following locations are included:

- Canada
- Newfoundland
- British Columbia
- Vancouver
- Alberta
- Edmonton
- Ontario

The number of temporary employees reported (76) is, in my view, low and I am assuming that is because all the temporaries that terminated in 1989 were not included in this count. Is this true? Also excluded are our many employees, Canadians and nationals, who reside at our international bases.



Attached is a table comparing the Canadian Helicopters and external labour force representations (1986 Census of Canada). Due to the new computer program I was unable to compare the pilot, engineer and technician groups representation against the external market as I did last year. While our number of female pilots remained at three, the percentage representation dropped due to the amalgamation (increased number) of the workforce.

As noted in the past, the nature of our industry (helicopter operations and repair and overhaul) does not yet attract many women into the positions of pilots, engineers and technicians. The pool of aboriginal people is also seemingly very small. And, of course, those with most disabilities are unable to become pilots and, to a lesser extent, aeronautical engineers.

Again, I feel that in B.C. we are gaining a truer profile of the work force through the self-identification process at hire date. However, in reviewing the figures from the provinces other than B.C., my guess is that we should re-survey the work force in those locations and, in so doing, try to improve self-identification results. As well, of course, we must continue to strive to hire more people from the designated groups in all parts of the country.

For your information I wish to notify you that the responsibility for the Employment Equity program is being moved to our head office in St. John's, Newfoundland where our new Salary and Personnel Administrator Cathy Bureaux will be in charge of it.

I trust that the 1989 Employment Equity Report is complete and correct. If you have any questions please contact me or my assistant Gail Caldwell who has completed the data for the reports.

Yours very truly,

Judy Gosney

Manager, Corporate Relations

Attach.

cc: J.C. Jones, President

C. Cook, Eastern Div.

J. MacDougall, Central

F. Nelson, Western B. Horn, Pacific Div. Employment and immigration Canada GCCUPATIONAL GROUPS: FERMANENT FULL-TIME EMPLOYEES

Fage 1

Part A

OCCUPATIONAL Top and Octoon of Oct	Name or Bustness:	000029 CANADIAN HELICOPTERS (Industrial Sector)	IAN HELI	COPTER	S ilndu	strial	Sectors		AIR TRA	451 AIR TRANSPORT INDUSTRIES, Reporting Feriods	DUSTRI	ES. IR	porting	Perio		1989
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Name of Business:	GOOGZ9 CANADIAN HELICOPTERS	IAN	HEL (COP)	TERS : In	Industrial Sector:	Sectors	451 A	451 AIR TRANSPORT INDUSTRIES!Reporting Periodi	PORT IND	USTRIES	Reporting	Period:	1989	
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Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Fage i

Part B

Locationi	X National (Canada)	ada)	Frovince/Territory	rritory					Designa	Designated CMA			1
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Name of Business:	A National (Canada) Province/Territory	IAN HELICOF	FIERS Industrial	ial Sector:	451 AIR TRANSPORT INDUSTRIES: Reporting Period: Designated CMA	SPORT INDUSTR	STRIES: Reporting	Period: 1985
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Service workers		# TEN T						
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Semi-skilled manual workers	2500 4999 0	4000						
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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

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Charlement and Immigration Canada

PENNAMENT FULL-TIME EMPLOYEES HIRED

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For C. E.

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8 | Col. 9 | Col. 10| Col. 11| Col. 12 ٠, Э : Women : Keporting Ferrad: 1989 Visible flandrities --0 N 451 AIR IEMMSFORT INDUST ্ þ N Menbers or : Number : Men .. o ٠. Total : - Momen ! Industrial Sector: Persons with Disabilities Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. Province/Territory (specify) Aboriginal Peoples -0 -0 0" 000029 CANADIAN NELICOPTERS = X National (Canada) --0 All Employees . Total : Number : Men (22 1 --0 .. e . .. Semi-professionals ! Skilled crafts and Hante of Bushness: TOTAL NUMBER OF EMPLOYEES HIRED Cierical workers Service workers and technicians Middle or other manual workers trades workers DECUPATIONAL Foremen/women Frotessionals Sales workers Semi-skilled Other manual GROUPS Super V130rs Upper-level 1 Locations managers managers orkers

PERMANENT FULL-TIME EMPLOYEES PROMOTED

reson or becauses	600000	CANAD	COURSE CANADIAN HELICOPTERS	LCOPTE	RS			I Inc	dustria	Industrial Sectors		SI AIR	TRANSFI	451 AIR TRANSPORT INDUSTRIES.	TRIES.	
Lacations	X	ional	X National (Canada)	1	ovince/T	Province/Territory (specify)	(speci	fy)				-	Bportin	Reporting Period: 1969	1989	
	Employ		amoted	(Emplo	vees pro	Employees premoted during the year are to be reported to which or within which they have been last promoted)	uring th	y y aver y	are to been 1	be re	ported o	ouly 1	n the o	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to promoted)	al gro	9 dr
OCCUPATIONAL	Ail	All Employees	Vees		Aborig	Aboriginal Peoples	2010		Peri	Persons with Disabilities	th se		Visibl	Members of Visible Mindrittes	18 18 18	
GROUPS	Total Number	Ven.	1	Women	Total :	T Ge	1 Women		Total Number	Aen	1 Women		Total Number	Men	Women	
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Middle or other	м	1			0				0			0	0	0		.s
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Super V1 sor s	N		0	64	0			0	0			0	0	0		၁
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Clerical workers	11		n	12 1	٥			0	0			0	÷			9
Sales workers	N		0	8	0				0			0	0			0
Service workers			0	0	0			0	0			0	0	2		٥
Skilled crafts and trades workers	7			0	0			0	0			0	0	·		0
Semi-skilled manual workers				0	0			0	0			0	0			0
Other manual workers	0		 0	0	0			0	٥			0	0 11	10 10 10 10 10 10 10 10 10 10 10 10 10 1	B	0
TOTAL NUMBER OF EMPLOYEES PROMOTED	2 2 2		16 1	19	٥		0	0	0			0	0	90 00	0	0
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PERMANENT PART-TIME EMPLOYEES FROMOTED

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GCCUPATIONAL.	A11	All Employees	OVRES	-		barigir	Abariginal Peoples	les		Ferso	Fersons with Disabilities			Visit Ed	Members of Visible Minorities	of	
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ossanska Upper-level Manigers	0					0	0	0		0	0		0	0		0	0
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Semi-professionals and technicians	0		0		0	0	0	0		0	٥		0	0		3	3
Supervisors	0		0			0	0		**	0	0		0	0		0	0
Foremen/women	0		0		0	0	٥			0	0		0	٥		3	3
Clerical workers	0		3			0	0	o		0			0			0	3
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Semi-skilled manual workers			0		0	0	0	0		0	,		0			0	0
Other manual			0			0	0			0			0	H H		0	0 ""
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TOTAL NUMBER OF			0		0	0	0		0	0		0	0			0	٥.

PERMANENT FULL-TIME EMPLOYEES TERMINATED

Name of Business:	0000058	CANADIA	OUGO29 CANADIAN HELICOPTERS	EFGS	1	1	Industri	Industrial Sector:	1	451 AIR TRANSPORT INDUSTRIES	T INDUSTE	IES.
Location:	X Nati	X National (Canada)		Province/Territory (specify)	rritory	(specify)				Reporting Period: 1965	Period: 1	388
OCCUPATIONAL	A11	All Employees	80 ©	Aborigi	Aboriginal Peoples	les	Fer	Fersons with Disabilities		Memt	Members of Visible Minorities	8 0
GROUPS	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	E	Women
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Upper-level managers	•	m	r	0	0		0	0	0	0	0	0
Middle or other managers	10	-	en	0	0	0		or	0		et 	0
Professionals		0		0	0		0	0	0	0	0	0
Semi-professionals and technicians	99	92	0	-	7	0	o 	0	0	69	01	0
Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
Foremen/women	0	9		0	0	•		0	0	0	0	0
Clerical workers	58	10	18	-	0	e4	0	0	0		0	
Sales workers		0		0	0	0	0	0	0	0	0	9
Service workers	٥		0	0	0	0	0	0	0	0	0	٥
Skilled crafts and trades workers	20	20	0	0	0				0	α	0	0
Semi-skilled manual workers	~	61	0	0	0		0	0	0	0	0	ο
Other manual	-	-	0	0	0		0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	123	88		1		1	6)		8		ω	
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Name of Business:	000029	CANADIAN	000029 CANADIAN HELICOPTERS	ERS			Industrial Sector:	1 Sector		451 AIR TRANSFORT INDUSTRIES	RT INDUST	RIES.
Location:	X Nat	X National (Canada)	1	rovinoe/T	Province/Territory (specify)	(specify)				Reporting Period: 1989	Period:	1989
OCCUPATIONAL	A11	All Employees		Aborig	Aboriginal Peoples	les	Pers	Persons with Disabilities		Mem	Members of Visible Minorities	81 ©
GROUPS	Total	Men	Women	Total Number	Men	Women	Total	Men	Women	Total ;	Men	Women
Col. 1 ; Col. 2 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ;	Col. 1	Col. 1 ; Col. 2	Co1. 3	Co1.	Col. 3 Col. 4 Col. 5 Col. 6 Col.	Col. 6	1 Col. 7	Col. 8	Col. 9	Col. 10; Col. 11; Col. 12	Col. 11	Col. 12
Upper-level managers	0	0	0	0	0	0	0	0	0	0	0	0
Middle or other	0	0	0	0	0		0	0	0	0	0	D
Professionals	0	0	0	0	0	0	0	0	Ö	0	0	0
Semi-professionals and technicians	0	0	0	0	0	0	0	0	0	0	0	0
Supervisors	0	0	0	0	0	0	0	9	0	0	0	0
Foremen/women	0	0	0	0	0	0	0	0	0	0	0	O
Clerical workers	7		9	0	0	0	0	0	0	-	0	-
Sales workers	0	0	0	0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0		0	0	0
Semi-skilled manual workers	0	0	0	0		0	0		0	0	0	0
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TOTAL NUMBER OF EMPLOYEES TERMINATED	7					: :		1 1				स्तर्थ भूड

Employment and Immigration Canada GCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Col 1.3 Momen Visible Minorities 1989 Members of Col 111 Col 121 Men 451 AIR TRANSPORT INDUSTRIES. IReporting Feriod: Number ! Total Col 101 Designated CMA Women Persons with Disabilities **有条则认为政治的特别的政策的基础证据 计数据符号的转换数据数据数据数据的转换过程计算法** 0 Men Col Number Total ! Col 8 Momen Col 7 Aboriginal Feoples Col 6 Men 10 DNTARIO Total ; Number ! 000029 CANADIAN HELICOPTERS (Industrial Sector) Col S X Frovince/Territory RESERVE Momen 1 | Col 2 | Col 3 | Col 4 All Employees 30 Men --| --| W4144 Number: isalary rangelA! Total ! 2000年2000年 National (Canada) Ö 5 ii. 결절 410101-학생성~ 4 buttom of and_ever. 55000 and_ever 17500 44444 39999 Top and 50000 54939 Col 1 70000 35000 20000 56665 40000 20000 19999 Semi -professionals . Mame of Business: OCCUPATIONAL and technicians Middle or other Frotessionals Foremen/women GROUPS Upper -- level Supervisors managers Lacations manager s

Part A Page 1

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Ñ Fage Employment and Immigration Canada GCCUFATIONAL GROUPS: PERMANENT FART-TIME EMPLOYEES

Name of Eusiness:	000029 CANADIAN HELICOFIERS (Industrial Sector)	TERS IIn	dustrial	Sectors	451 AI	R TRANSP	ORT INDU	STRIES.	Reportin	451 AIR TRANSPORT INDUSTRIES, !Reporting Feriod:	1989	99
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Semi-professionals		-		-							1 1 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
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Form 2

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Location:	National (Car	(Canada)	X Frovince/Territory	Territory		10 DNTARID			Designated CMA	ted CMA	† · · · · · · · · · · · · · · · · · · ·		
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ō ROUP S	salary range Al		Total i Number i Men Col 2 i Col 3	Women Col 4	Total Number Col 5	Men Col 6	Women Col 7	Total I Number	Men Col 9	Women Col 101	Total Number Col 111	Men Wo	Women Col 13
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bervice workers		400-	4127										1 1 1 11
Skilled crafts and trades workers		e sel sei sel se			000 000 000 000								
Semi-skilled manual workers													6 8 4 51 6 9 5 . 60 1 5 9 50 1 5 9 60 1 6 9 60
Other manual workers	7500	41001											
TOTAL NUMBER OF EMPLOYEES	MPLOYEES	H											

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; bame of Business:	00	002	7 CAIN	MADI	000029 CANADIAN HELICOFTERS LIMI	ICOP1	ERS 1	111					Indus	stri	81.5	Industrial Sector:	-	451	AIR	TRAN	AIR TRANSFORT INDUSTRIES.	QN1	USTRI	о О
Location:			Natı	ona	National (Ganada) X Province/Territory (specify)	(/adar	Pro	vince	Terr	itor	(spe	8C1 f.y		ð	10 ONTARIO	0				. Ke	Reporting Feriod: 1989	og Fe	riodir	198
		H11	All Employees	0 / 6	8		HPC	rigi	Aboriginal Peoples	eople	婚			Disa	Persons with Disabilities	with				Visit	Members of Visible Minorities	s of	ties	
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SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES

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Name of Business:	00005	000029 CANADIAN HELICOPTERS LIMI	IAN	IEL I CO	PTER	S LIM					Indu	atri	Industrial Sectors	tors	451		T TRA	NSPOR	INDI	AIR TRANSPORT INDUSTRIES	ທ
Location:		National	a1 (C	Sanada	X P	ovine	e/Te	rrite	(Canada) X Province/Territory (specify)	aci fy	1	NO O	10 ONTARIO				R	porti	ng Pe	Reporting Period: 1989	1989
	H A11	All Emplayees	us Gi			Aboriginal Peoples	lanit	Peop	105			Pers	Persons with Disabilities	£ #			Visi	Members of Visible Minorities	rs of inori	ties	
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PERMANENT FULL-TIME EMPLOYEES HIRED

Name of Business:	9000054	000027 CAMADIAN HELICOPTERS	HEL LOOP T	ENS			1 ln	dustri	Industrial Sector:	1	1 AIR	TRANSFO	451 AIR TRANSFORT INCLUST	-	
Locations	Nati	National (Canada) X Province/Territory (specify)	Ada) X P	rovince/	Territor	v tspeci		10 DNTARIG	310	1	- K	BEGITTING	Keparting Ferrod: 1989	1989	-
UCCUF AT IONAL	A11	All Employees		Abor1	Aboriginal Peoples	oples		Par	Persons with Disabilities	5.5		Mem	Members of Visible Minorities	30	1
iskaur's	Total	Men	Mamen	Total Number	Men	i Women		Total Number	Hen	1 Women	1	Total	Men	Women	
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Middle or other hanagers	0		0	0		0	2	0			2	0	0		10
°rofessionals	 		0	0		0	0	0		0	0	-	1		10
Semi-orofessionals and technicians	20 -	20 :	2	0		0 1	2	0			0	n	н		٦
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ales workers		0	0	0		0		0			0	0	0		91
ervice workers	0	9	0	0			0	0			0	0	0		0
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PERMANENT PART-TIME EMPLOYEES HIRED

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Name of Business:	000029 CANADIAN HELICOFTERS	ADIAN	HEL. I COF	FTERS			-	Industrial Sector:	erial	Secto		1 AIF	451 AIR TRANSFORT INDUST	IKT INDU	15	
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Semi-professionals and technicians	0	0		0	0	0	0	ee ee	0	2		0	-5			19
Supervisors	0	0			0	0	٥		0	0		0	÷ :			4
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PERMANENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Fart H

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Captovaent and Immigration Canada

PULLINGUI PART-TIME EMPLOYEES PROMOTED

Fart E

Form 5

; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ; Col. 9 ; Col. 10; Col. 11; Col. 12 . Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Women 451 AIR TRANSPORT INDUSTRIES. 1 Reporting Feriod: 1989 Visible Minorities -0 Members of Men I Total : Momen ! : Industrial Sector: Fersons with Disabilities Men National (Canada) X Province/Territory (specify) 10 ONTARIO 1 Total I Momen Aboriginal Feoples Men Number : Total SOURCE CRANDLANT HELL COPTERS : Women -0 All Employees ·ɔ (4 Men Col. 1 | Col. Number : Total Semi-professionals : Skilled crafts and EMPLOYEES PROMOTED Same of the forther to consider Cierical workers TOTAL NUMBER OF TOTAL NUMBER OF Service warters and technicians Pradie or other GCCUPATIONAL trades workers manual workers Forement/wamen Sales workers Frotessionals Sent-skilled Other manual GROUPS ----Supervisors Upper -level FROMOTIONS 1 LUCARA 000 managers managers WOLKers

Employment and Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED

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Name of Business:	000028	CANAD	IAN	000029 CANADIAN HELICOPTERS	TERS					••	Industrial Sector:	trial	Sec.	tor:		IV	R TRA	NSPOR	451 AIR TRANSPORT INDUSTRIES	STRIE	3
Location:	Nat	lonal	(Can	National (Canada) X Province/Territory (specify) 10 ONTARIO	Prov	inoe/	Territ	ory	oeds)	ify)	10 0	NTAR	0				Kepor	ting	Keporting Feriod: 1969	1: 196	
OCCUPATIONAL	A11	All Employees	90 0			Abort	Aboriginal Peoples	Peop	los		99 99	Pers	Persons with Disabilities	1th			Vis	Hemb 1ble	Members of Visible Minorities	ities	
GROUPS	Total	Men		Women	+ Z	Total		g	Women	ue	Total	is	H e u		Vomen		Total Number		Men	3	Women
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Upper-level managers	0	****	0	0		0		0		0	00 99	0		0	8	0	1	0		0	0
Middle or other managers	0		0	0		0		0		0		0		0		0		0	9 0 8 0		0
Professionals	0		0	0		0		0	on **	0		0		0		0		 O			o
Semi-professionals and technicians	12		12	0		0		0		0		0		0		0		0			0
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Foremen/women	·3		0	0	:-	0	** **	0	*****	0		0		0		0		9			9
Clerical workers	01		J	N		0		0		0		0		0		0		0		3	Э
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Service workers	0		0	0		0		0	00 00	0		0		0		0		0		 o	Э
Skilled crafts and trades workers				0		0		0	** **	0	** 40	0		0		0		0			0
Semi-skilled manual workers				0		0		0		0		0		0		0		0		0	0
Other manual	0		0	0		0		0		0	** **	0		0		0		0		0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	16		14	2		0		0		0		0		0		0		0		0	0

PERMANENT PART-TIME EMPLOYEES TERMINATED.

Part B

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Name of Business.	000000	-	DOODS CAMPINA MELLOCOL			1101111							1 : 6 : : : : 1	1
Location:	Nati	onal (C	National (Canada) X Province/Territory (specify) 10 ONTARIO	rovince/	Territory	(speci	fy) 10	ONTARIO			Reporting Period: 1989	Feriod:	1989	1
OCCUPATIONAL	A11	All Employees	89	Abort	Aboriginal Peoples	ples	** **	Person	Persons with Disabilities		Visible	Members of Visible Minorities	165	1
GROUPS	Total Number	Hen	Women	Total	Hen	Nomen		Total :	Hen	Women	Total	Men	Women	- 1
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Upper-level	0		0				0	0	0	0	0	0		0
Middle or other	0		0				0	0	٥	0	0	0		0
Professionals	0		0				0	0	0	0	0	9		0 !
Semi-professionals and technicians	0		0			 O	 O	0	0	0	0	0		0
Supervisors	0		0				 O	0	0	0	0	0		0 !
Foremen/women	0		0			0	 0	0	0	0	0	0		0 !
Clerical workers	3		0		0		0	0	0		0	0		2
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Service workers	0		0		0	0	0	0	0		0	0		0
Skilled crafts and trades workers	0		0		0		0	0	0	0	0	0		0 !
Semi-skilled manual workers	0		0			0	0	0	0		0			0
Other manual	0				0	11		0	0 11	11 11 11 11	16 18 10 21	11 11 11 11 11	41 41 11	0 !!
TOTAL NUMBER OF EMPLOYEES	0		0		1		0	0			o 		 o	0

Employment and Immigration Canada UCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Faue 1

Fare H

Form 2

Name of Business:	000025 CANADIAN HELICOPIERS Industrial Sector:	JIAN H	ELICOP	TERS II	ndustri	al Sec	torı	451 A	IR TRANS	451 AIR TRANSPORT INDUSTRIEB. Reporting Feriod:	WSTRIES	. Report	ing Feric		1989
Location:	National (Ca	(Canada)	×	avince	X Fravince/Territory		18 ALBERTA	ERTA			Design	Designated CMA	40 - 40 - 40 - 40 - 40 - 40 - 40 - 40 -		
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Hame of Businessi ou	57.00	CANADIAN HELICOPTERS		Industrial	Sectors	451 A	451 AIR TRANSPORT INDUSTRIES:Reborting Pariod:	ORT INDU	STRIES	Reporting	Ferrod:	1509	
Location:	Wational (Canada)	×	Fravince/Territory	Territory	18 ALBERTA	BERTA			Designated EMA	ced CMA			!
GCCUF AT IGNAL	fop and		Hil Employees	8	Abori	Aboriginal Peoples	soples	9.1	Persons with Disabilities	th	Visio	Members or Visible Minorities	165
GRÜUPS	bottom of U. salary range A 	HAI Total	r: Men	Women	Total	E Ce	Momen	Total	Men	Women	Total Number	Men	women
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Service workers		निहाला -											
Skilled crafts and	ii i	4504									1 1 66 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
manual workers					and and order or								
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TOTAL NUMBER OF EMPLOYEES	EMPLOYEES	131	131 111 20	1 20				+-			4	4	1
	Rd		, ,										
		132	2 112	- 20									

Employment and Immigration Carada UCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Part B

Form 2

Fage 1

Name of Business:	0000075 CANADIAN HELICOFTERS Industrial Sectors	ERS Industrial 6	1	AIR TRANSF	451 AIR TRANSFORT INDUSTRIES.;Reporting Feriods	3. iReportin	g Feriod:	1969
Lacations	National (Canada) X Pr	X Province/Territory	18 ALBERTA	- det des des des des little des des des des des des des des des de	Design	Designated CMA	- · · · · · · · · · · · · · · · · · · ·	4 4 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
OCCUFATIONAL GROUFS	Top and [G] All bottom of [U]	All Employees	Aboriginal Peoples	9 d	Fersons with Disabilities Total	with	Visible M	Members of Visible Minorities
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Middle or other	12495 0	45001						H
Frotessionals								
Semi-professionals and technicians								P: 1
Supervisors		50 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6						
Foremen/women	The state of the s						11	

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Name of Business:	000029 CANADIAN HELICOPTERS Industrial Sector:		TRANSPORT	451 AIR TRANSFORT INDUSTRIES!Reporting Period:	Reporting	Periods	1969
Location:	National (Canada) X Province/lerritory	V 18 ALBERTA		Designated CMA	ed CMA		1 of the case of t
GCCUFATIONAL	4	Aboriginal Peoples		Persons with Disabilities	th	Visible	Members of Visible Minorities
GROUPS		Total Men	Momen 1 Number Col 7 1 Col 8		Women Col 101	Total :	Men i Women Col 12: Col 13
Clerical workers	4004-						
Sales workers	40.81					1 1 1 11	
Service workers	49924						
Oxilled crafts and trades workers							
Seminal workers	4521						
Other manual	1 2 2 1						
TOTAL NUMBER OF EMPLOYEES	.COYEES	-	-		-		

				משויים		1						1				1
Name of Business:	0000	29 CA	NADIAN F	000029 CANADIAN HELICOPTERS LIMI	ERS LIM	ы			Industrial Sectors	ial Se	rtor:	451 A	IR TRA	AIR TRANSFORT INDUSTRIES	INDUSTR	165.
Location:		Net	ional (C	X (epanada) X	Pravin	ce/Terr	National (Canada) X Province/Territory (specify)	peci fy	1	18 ALBERTA				Reporting Ferrod: 1989	Fer100	1986
	A	A11 Emp1	Employees		Abort	Aboriginal Feoples	eoples		Per	Persons with Disabilities	ith		Visi	Members of Visible Minorities	of orities	
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TIME
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PERMANENT
SUMMARY
SALARY

			SALAR	Y SUMMA	RY: PERM	SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES	RT-TIME	EMPLO	YEES			Form 3	Fart B	22
Name of Business:	000023	CANADI	000027 CAMADIAN HELICOPTERS LIMI	ERS LIM	1			Industrial	al Sector:	orı 451		AIR TRANSFORT INDUSTRIES	T INDUSTR	les.
Lecations	en des des est este est est est est est est est	National	1 (Canada) X Province/Territory (specify)	Provin	ce/Terri	torv (sp	ecity)	18 ALBERTA	BERTA		***	Reporting	ng Period: 1985	1985
	A11	All Employees	8	Abori	Aboriginal Peoples	oples		Pers	Persons with Disabilities		>	Members of Visible Minorities	rs of inorities	
SALARY	Total	Men	Women	Total	Men	- Momen		Total	Men	Momen		Total : P	Men	Women.
	Col. 1		. Col. 3	Col. 4	1 Col.		- 9	Col. 7 1	Col. 8	- Col.	9 1 Co	Cal. 101 Cc	Col. 11; C	Col. 12
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*10.000-*12.499	-	0	1	0		0	0	0	0	***		0	0	٥
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× \$50.000	0	0	0 1 0	0	1 0	1 0	10	0	0		1 0	0	- 0	0
TOTAL NUMBER OF SEMPLOYEES	-		1			0	0	0	0		0	0	0	0
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Faultoyment and Immigration Canada

Name of Businessi	00000	9 CAN	MADIAN	000027 CANADIAN HELICOFTERS	OFTER	S			1	Industrial Sector:	strial	Secto	i.	451 A	AIR TRA	INSFORT	451 AIR TRANSFORT INDUST		
Locationi	#Z	tiona	1 (Ca	nada)	Fro	National (Canada) X Frovince/Territory (specify) 18 ALBERTA	Tarrito	ory (mp	secify.	18	AL BERT	4			Repor	ting F	Reporting Ferrod: 1989	1989	-
GCCUPATIONAL	W.	1 Emp	All Employees	gs.		Abort	Aboriginal Peoples	People:			Parsc	Persons with Disabilities	£ #		>	Membe	Members of Visible Minorities	100	
GROUPS	Total		Men	Momen		Total Number	 Men	!	- Monen	Total :	140	Me Car	3	Women	Total :		Men	Monen	
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Upper-level managers	0 10 10 10 10 10	0	0		0	٥		0	٥		0			0		3	0	H	10
Middle or other managers			м		0	0		0	٥		0			0		•	0		0
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Semi-professionals and technicians	28		22		 n	0			0		9			0		 n	n		0
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Clerical workers	æ	*** ***		ee te	7	э		0	٥		0			0		3	٥		10
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Semi-skilled manual workers	61		8		0	0		0	0		0	ĭ	0	٥		0	0		0
Uther manual workers	0		0		0	0		0	0		0			0		0	0		0
TOTAL NUMBER OF EMPLOYEES HIRED	1 6.42	4-	31	31 21 805 2 11		0		 0	٥		0			0		n	#	ii ii	0
		1111			-														

FERMANENT PART-TIME EMPLOYEES HIRED

Fairt b

Form 4

Name of Business:	GOGGES CANADIAN HELICUPTERS	ADIAN	HEL 100	FTERS					I Industrial Sactor:	rial	Sacto		51 A1F	TRANSF	451 AIR TRANSFORT INDUST	751	
Locations	National (Canada)	1 (Car		X Frovince/Territory (specify)	ce/Ter	ritory	Spec.	144)	18 ALBERTA	BERT		1	-	aportin	Reporting Period: 1989	4: 19B	1
GCCUPATIONAL.	i ill Employees	lovees		AB AB	origin	Aboriginal Feoples	ples			er sor	Fersons with Disabilities	E W		Me /isibl	Members of Visible Ninorities	ties	1
GROUFS	Total Number M	Men	Women		Total	Men	i Women	La Ca	Total Number	 <u>L</u>	Man	# Women	 C	Total :	Men		Women
	Col. 1 ; Col. 2 ; Col. 3 ; Col. 4 Col. 5 ; Col. 6 ; Col. 7	1. 2	2 ; Col.	3 ; Col.	4	4 Col.	5 1 Col.	9 .	6 i Col.	7 ! Col.		B I Col.		Col. 10	9 Col. 101 Col. 111 Col. 12	11: 00	1. 12
communications comm		0			0	0		0		0	Ü		0	٥		0	0
Middle or other	0	0			0			0					0	٥			0
Professionals	0	0		 0	0	Ü		0		0			0	0			0
Semi-professionals and technicians	0	0		0	0			0		3			0	9			9
Subervisors	0	0			0	Ŭ		0	1	5		5	3	3			٥
Foremen/women	0	3		2	0		0	3		 ၁			٥	2			٥
Clerical workers	0	0		0	0			э		0			0	3		0	٥
Sales workers	0	0	00 00	0	0			0		 o			0	3			9
Service workers	0	0		0	0			0		0			0	٥		3	0
Skilled crafts and trades workers	0	0		0	0			0		0	8		2	0		0	0
Semi-skilled manual workers	0	٥		0	0		0	0		0			٥	0		0	0
Other manual	0	0			0			٥		0			0	0	N	0 8	© 00 00 00 00 00 00 00 00 00 00 00 00 00
TOTAL NUMBER OF EMFLOYEES HIRED	. 0)	٥		0	٥		1 -	٥	-	0			0	٥		0	0

PERMANENT FULL-TIME EMPLOYEES PROMOTED

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Hadier of Bussinesss	000027	DOGUES CANADIAN NELICOPTERS	N HELIC	OFTERS				I Industrial Sector	stiffal	Secto	1	1 AIR	451 AIR TRANSFORG 182-53 FRIES.	M. 116.5	STRUES.	
Localides	Kat	onal (C	anada)	X Prov	ince/T	erritory	Hational (Canada) X Province/Territory (specify)	i	18 ALBERTA	A			Reporting Ferrodi 1785	Fertod	1735	
	Emplay	Employees promoted (Employees promoted to which or within	oted (E	mploye whic	as pro	moted du	Employees promoted during the year are to be reported only in the occupations: to which or within which they have been last promoted)	year ar	e to	be rep	reported o	nly 1	n the oc	cupatio	nai groups	300
OCCUPATIONAL	A11	All Employees	US Cu		Aborig	Aboriginal Feoples	ples		Perso	Persons with Disabilities	£ #		Visible	Members of Visible Minorities	Lies .	
GROUFS	Total	Men	Momen		Total Number	Men	Monen	1 Total 1 Number		Men	Momen :	1	Total	Men	Women	
	1 Col. 1 1 Col.	Co1. 2	Col.	n	1 Col. 4 1	Col.	5 1 Col. 6	6 1 Col.	7 1	Col. E	8 1 Col.		9 1 Col. 101 Col. 111 Col. 12	Co1. 1	11 Col.	12
Upper-level		1		0	0	0		 o	0			0			H H	
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Professionals		0			0	0			0			0	0	0		0
Semi-professionals and technicians	0	0		0	0	0	0		5	0		0	0	0		0
Supervisors		0			0	0	0		0	0		0	0	٥		5
Foremen/women	0	0		0	0	0			0	0		0	0	0		0
Clerical workers	10	0			0	0	0		0	0		0	0	٥	1	2
Sales workers	0	0		0	0	0	0		5	0		0	0	0		0
Service workers	2	٥		0	0	0	0		0	0		0	٥	٥		3
Skilled crafts and trades workers	0	0		0	0	0			0			0	0	0		0
Semi-skilled manual workers	0	٥		0	0	0	•		0		0	0	5	0		0
Other manual Workers	0	0		 0	0	0			0		0	0	٥	0		0
TOTAL NUMBER OF EMPLOYEES FROMOTED	9			6	0	0			0			0				
TOTAL NUMBER OF	9			in	0	0			0			0	0	0		0

PERMANENT FART-TIME EMPLOYEES PROMOTED

Part E

Form 5

5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10| Col. 11; Col. 12 Employees promoted (Employees promoted during the year are to be reported only in the occupational groups Nomen : 451 AIR TRANSPORT INDUSTRIES. | Reporting Ferrod: 1989 Visible Minorittes o ئ Members of Men 1 Number 1 | Total | . O . Women to which or within which they have been last promoted) | Industrial Sector: Persons with Disabilities Men 18 ALBERTA Total ! -0 o -0 National (Canada) X Province/Territory (specify) Homen Abortginal Peoples Men 2 ; Col. 3 ; Col. 4 ; Col. Number 1 Total 6000, 7 CAMBDIAS HELLEUFTERS ٠, : Wamen Ali Employees ·> . **建设证明的证明的证明的证明的证明** Col. 1 1 Col. Men .5 . Number Total Semi-professionals ! Skilled crafts and EMPLOYEES PROMOTED Head, or business. 医安全性医療 铁铁红色 医医性纤维 WOLKERS TOTAL NUMBER OF TOTAL NUMBER OF Service Workers Middle or other and technicians manual workers OCCUPATIONAL trades workers Sales workers Professionals Гогевепу можео Semi-skilled Other manual GROUPS Super visors PROMOTIONS Upper - Level LOCALION: Clerical mariagers managers WORKELB

PERMANENT FULL-TIME EMPLOYEES TERMINATED

				PER	MANENT F	PERMANENT FULL-TIME EMPLOYEES TERMINATED	EMPLOYEE	S TERM	INATEL		220	Form 6	-	Fart A	1	
Name of Business:	000029 CANADIAN HELICOPTERS	CANADIAN	HELI	COPTE	RS		Industrial 8	Indu	strial	Industrial Sector:		451 AIR TRANSPORT INCUSTRIES	NSPORT	TRUUST	RIES.	
Location:	Nacio	onal (Ca	anada)	X Pr	ovince/T	National (Canada) X Province/Territory (specify)	(specify	18	18 ALBERTA	4		Repor	ting	Reporting Period: 1989	1989	
OCCUPATIONAL	A11 F	All Employees	80	00 99	Aborig	Aboriginal Peoples	ples		Persc	Persons with Disabilities		Vis	Membe	Members of Visible Minorities	87 10	
GROUPS	Total	Men	Women		Total Number	M e d	Women		Total Number	Men	Women	Total	Total :	Men	Women	
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Upper-level managers	0	0		0	0	0			0	0		0	0	0		10
Middle or other managers		0			0				0	0			0	0		
Professionals		0			0	0	00 00		0	0			0	Э	1	10
Semi-professionals and technicians	10	10		0	0		** **		0	0			0	0		0
Supervisors	0	0		0	0	0		0	0	0			0	0		3
Foremen/women	0	0		0	0	0	****		0	0			0	0		5
Clerical workers	en	0		en	0	0		 o	0	0		 o	 O	Э		0
Sales workers	0	0		0	0	0			0	0			0	0		0
Service workers	0	0		0	0	0			0	0			0	0		3
Skilled crafts and trades workers	0	0	00 00	0	0	0			0	0			0	0		0
Semi-skilled manual workers	0	٥.	00.00	0	0				0	۲			0	0		٦
Other manual workers	0	0		0	0	0		1 1	0	1 1	i		0	0		0
TOTAL NUMBER OF EMPLOYEES TERMINATED	10	10	H H	ι ω 1	0	0	15	0	0	0	10 12 14 14	14	0	0	0	

	1			-	ERM	ANENT	PART-TIME	PERMANENT PART-TIME EMPLOYEES TERMINATED	TERM	NATE	Q		FO	Form 6		Part B		
Name of Business:	000029	000029 CANADIAN HELICOPTERS	AN	JELI COF	TER	S			Indu	tria	Industrial Sector:	ır:	451 A	IR TR	ANSPOR	451 AIR TRANSPORT INDUSTRIES	TRIES.	
Location:	Nati	onal (Cana	X (abe	Pro	vince/	Territory	National (Canada) X Province/Territory (specify) 18 ALBERTA	18	LBER	ΤA			Repor	rting	Reporting Period: 1989	1989	
OCCUPATIONAL	A11	All Employees	808			Abort	Aboriginal Peoples	ples		Pers	Persons with Disabilities	다 s		1 1	Memb	Members of Visible Minorities	les	
GROUPS	Total Number	Men		Women		Total Number	Hen	Women	Total	ll ler	Men		Women	Total	Total :	Men	Women	Ę
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Upper-level	0		1		0	0				0	0		0		0	0		9
Middle or other managers	0			3		0		0		0			0		0	0		0
Professionals	0			9		0		0		0	,		0		0	0		0
Semi-professionals and technicians	0		0	J	0	0		0		0	_		0		 o	Э		o
Supervisors	0		0		0	Ο,		0	00 00	0	-		0		0	၁		0
Foremen/women	0		0		0	0		0		0			0		0	0		0
Clentoal workers	0		0			0		0		0			0		0	9		9
Sales workers	0		0	J	0	0		0		0			٥		0	3		5
Service workers	0		0		0	3		0	****	0		0	0		0	0		0
Skilled crafts and trades workers	0		0		0	3		0		0			0		0	0		0
Semi-skilled manual workers	0		0		0			0		0	,		0		0	0		0
Other manual	0		0		0	1 1 5 4		0		0	11	0	0	10	0	0 11	11 11 11 11	0 !!
TOTAL NUMBER OF EMPLOYEES TERMINATED	0		0		0			0		0		0	0		0	0		0

Fage 1

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Name of Business:	000029 DANADIAN HELICOPTERS (Industrial Sector)	AN HE	LICOPT	ERS II	ndustri	al Se	ctors	451	AIR TR	ANSPOR	DUNI I	STRIES	451 AIR TRANSFORT INDUSTRIES. Keporting Feriod:	ting F	er 1 od 1		1967	i
Location	National (Canada)	(abe	×	ovince	Province/Territory	ary	15 BR	TISH	15 BRITISH COLUMBIA	IA		Design	Designated CMA	€	6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		8	: : :
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Mane of Eusthess:	OCCU29 CANADIAN HELICOPIERS Industrial Sector	IAN HE	LICOPT	ERS IInd	ustrial	Sectori	451 6	AIR TRANS	451 AIR TRANSFORT INDUSTRIES, Repurcting Ferrous	JSTRIES.	Reporting	feriou:	1956	
Lacation:	National (Canada)	nada)	X Pr	avince/T	X Province/Territory		15 BRITISH COLUMBIA	COLUMB16	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Designated CMF	ced CMn			:
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GROUPS	bottom of U - salary range A 		Total	Men	Women	Total Number	Men	- Women	Total	Men	Women	Total	Man	Woinen
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Service workers		w aut aut											1 1	
Skilled crafts and trades workers	65000 10000 12499	1 7 M CI - 1				H			P)				N 80 40	
Semi-ekijed			M											
Other manual workers		4110101-	-	1 1 1 1 2										
TOTAL NUMBER OF EMPLOYEES	EMPLOYEES		454	1 358	96 1	n	- 2	1 1	1 20	15	- N	1 67	51	16
	4	B	2		50							6	3/	wil
			480	569	111							72		

Employment and Immigration Canada OCCUFATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

F 2000 1

Fart B

Form 2

: Cal 10: Cal 11: Cal 12: Cal 13 . Women Visible Minorities 1989 Members of Men 451 AIR TRANSPORT INDUSTRIES, !Reporting Feriod: Women ! Number! Total Designated CriA Persons with Disabilities Col 8 | Col 9 Men Total | Number | 1 1 Col 2 1 Col 3 1 Col 4 1 Col 5 1 Col 6 1 Col 7 Women 15 BRITISH COLUMBIA Aboriginal Peoples Ten. 0000029 CANADIAN HELICOPTERS (Industrial Sector) Number Total X Province/Territory Momen All Employees Men IK! Number! salary rangelAl Total bottom of 1U! --National (Canada) g 2422 Top and Col 1 ******************* Semi-professionals NAME OF BUSINESS: OCCUPATIONAL and technicians hiddle or other Professionals For emen/women GROUPS upper -level Supervisors Mariagera Location: 8 Japanen

Fage 2

Locations	National (Canada)	1	X Province/Territory		15 BRITISH COLUMBIA	UMBIA		Designated CMA	Eed CMA		1	
OCCUPATIONAL	4		All Emplayees	Abort	Aboriginal Peoples	oples	Fa	Persons with Disabilities	tn	V1 51 t	Members of Visible Minorities	of ities
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Sales workers	n							\$ 1 0 16 1 0 0 15 1 0 0 15				
Service workers	ii											
Skilled crafts and trades workers		4004										
Semi-skilled manual workers	i i	4151(0)										
Other manual									w			
TOTAL NIMBER OF EMPLOYEES	THE SAME SECTION AND THE SAME SECTION AND SAME SAME SAME SAME SAME SAME SAME SAME	= nessenses =	626.1.11.11.11.15	H R H H					-	J. 5	5	7 -

Employment and Immigration Canada

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Location:		Vational	National (Ganada) X Province/Territory (specify) 15 BRITISH COLUMBIA	Provin	ce/Tarri	tory (spe	cify)	15 BRITIS	SH COLUMBI	4		Reporting Period: 1989	1989
	A11 E	Employees		Abori	Aboriginal Peoples	oples		Persons with Disabilities	with		Members of Visible Minorities	s of norities	1
SALARY	Total	Men	Women 1	Total		Women	Total		Men - Wom	Women To	Total ! Me	Men : Women	UBU
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TOTAL NUMBER OF	454	358	1 96			2	1	20 1	15 1	 m	1 79	61 1	16

Name of Business:		000029 CANADIAN HELICOPTERS LIMI	IAN	HELICOF	TERS 1	IMI			11	Industrial Sector:	ial	Secto		51 AI	R 1RAN	451 AIR TRANSFORT	INDUSTRIES	.5.
Location:		National)) [e	(Canada) X	X Fro	/ince/	Territ	Province/Territory (specify)	ecify)		BRITI	OH CO	15 BRITISH COLUMBIA		Reg	orting	Reporting Feriod: 1989	1989
	i A11	All Employees	300		- P	Aboriginal Feoples	al Feo	ples		Per	sons abil	Persons with Disabilities			Visin	Members of ble Minori	Members of Visible Minorities	
SALARY	Total	 Σ C		Women	i Total	a1	Men	# Women		Total	Σ	Z C B C	Women	 C	Total	Men		Momen
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PERMANENT FULL-TIME EMPLOYEES HIRED

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Form 4

Gente or Eastness:	SOCIAL CHIMNELING HELICOLIENS																			
Lacacioni	Nat	lenoi.	(Can	National (Canada) X Frovince/Territory (specify)	Frov	Ince/T	errito	۳۷ (ع	pacify		15 BRITISH COLUMBIA	TISH	COLUM	BIA	-	Reporting Feriod: 1989	ng Fe	r10d:	1989	1
OULDING TURNE	H11	Employees	nae ke			Aboriq	Aboriginal Peoples	epp1e	ga.		Pe	Fersons with Disabilities	with			Visit	Members of Visible Minorities	S of Forit	: el	
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PERMANENT PART-TIME EMPLOYEES HIRED

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Form 5 Part 5

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PERMANENT PART TIME EMILIOVEES FFOROTOR

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comprovement and Immigration Canada Cofficient wRODES: PERMANENT PART-TIME EMPLOYEES

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Page 1

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Form 2

1985 O7 VANCOUVER 451 AIR TRANSFORT INDUSTRIES.: Reporting Feriod: X Designated CMA GOOGES CANADIAN HELICOFTERS (Industrial Sector: Frovince/Territory National (Canada) Mame or Buelness: Lucations

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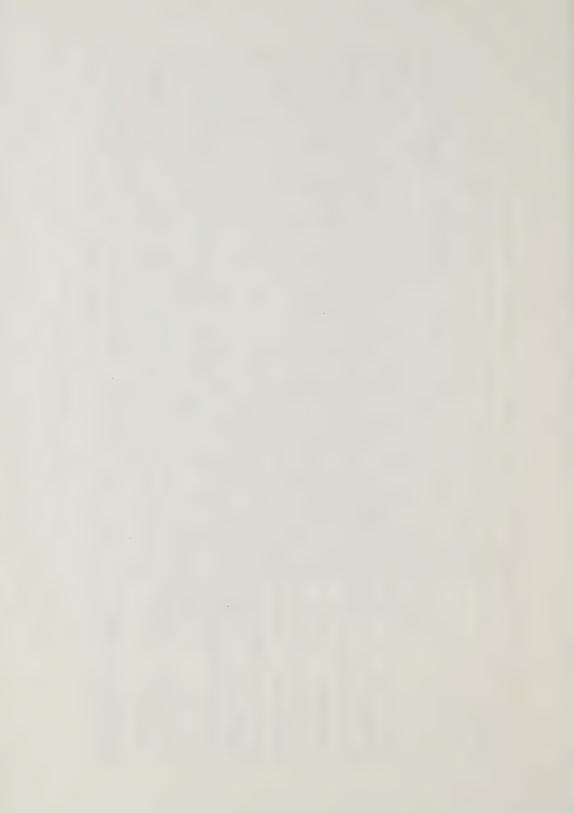
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Employment and Inmigration Canada GCCUFALIGNAL GROUPS: PERMANENT FART-TIME EMPLOYEES

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



CAPE BRETON

DEVELOPMENT CORPORATION

SOCIÉTÉ DE DÉVELOPPEMENT

DU CAP-BRETON

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

CERCINETAL

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY. ÉQUITÉ EMMATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE.

-	NAME OF EMPLOYER	FULL LEGAL NAME - NOM LEGAL AU COMPLET	PLET		COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	HAISON SOCIALE			
	NOM DE L'EMMOYEUR	(1) Cape Breton Devel	Cape Breton Development Corporation		(i) Device				
-	ADDRESS	ADDRESS OF PRINCIPAL PLACE OF BUSINES	ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADDRESSE D'AFFAIRES NATIONALE PRINCIPALE	116	MAILING ADDRESS - ADRESSE POSTALE				
	ADRESS	(1) General Mining Bu	General Mining Building, 95 Union St., Glace Bay, N.S.	Glace Bay, N.S.	O P.O. Box 2500, Sydner	Sydney, Nova Scotia	tia BIP 6K9		
-	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EN	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRICEANT DE 1'ENTREPRISE	ENTREPRISE	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÉRE D'ÉMM'ON	NT EQUITY - NOM DE L	AGENT RESPONSABLE DE L'ÉQU	NTÉ EN MATIÉRE D'	EMPLOI
U 4	AGENTS	© Ernest A. Boutilier	er		O Basil Crane				
	POSITION	POSITION TIFLE - TITRE OU FONCTION			POSITION TITLE - HIME OU FONCTION			AREA CODE	TELEPHONE NUMBER NUMERO DE TELEPHONE
0 2	FONCTION	O President and Chi	President and Chief Executive Officer		① Manager of Personnel	1		9,0,2	0,2 5,6,4,,2,4,0
		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ I	11 1	NO OF EMPLOYEES		530	DESIGNATED CM AS R M R DESIGNEES	(a)	PROVINCE STERRITORIES PROVINCE STERRITORIES
10.5		(v) Coal Mines		2,981	GEOGRAPHICAL	New Comp.		ONT.ONT	
22	SECTOR(S)	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITE 2	163	NO OF EMPLOYEES NOMBRE DE SALARIES	AREAS	EDMONTON		QUE.QC	2 981
<-		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	163	NO OF EMPLOYEES MOMBRE DE SALANES	(INDICATE NUMBER OF EMPLOYEES LOCATED IN	HALIFAX		N 8.4L-6.	
œ W	BRANCHESS	<u></u>			EACH AREA)	•		MAN-SEAR.	
9:	DACTIVILE	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	16.4	NO OF EMPLOYEES NOMBRE DE SALABLES		MONTREAL		BCC4 PELANE	
						Vering.		SASK -SASK	
* <	EMPLOYMENT	②	9	③	SECTEURS GÉOGRAPHIQUES	TORONTO		ALTAALB.	
	CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES MOLARE OF SALARIÉS	PART-TIME EMPLOYEES	MUMBER OF TEMPORARY EMPLOYEES MOMBRE DE SALARIES		VANCOUVER		MFLDT-M.	
0 =		PERMANENTS A TEMPS PLEIN	PERMANENTS A TEMPS PARTIEL	TEMPORAIRES	(INDIQUER LE NOMBRE DE SALARIÉS DANS	WINNIPEG		TKNYuK.	
1	CATEGORNES				CHAQUE SECTEUR)			NWT-TW-O	
	SALARIÉS	2,981	0	0		19 TOTAL EM MOMBRE	TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS AU CANADA		2,981
	CERTIFICATION	(6) Ernest A. Bou	Boutilier	. HEREBY CENTIFY ON BEHALF OF (Name of employer)	Cape Breton Development Corporation	lopment Cor	poration		
- h- h- v	ACCURACY	THAT THE INFORMATION CONTAINED IN F	ORMS 1 TO 6 OF THIS REPORT IS TRUE AND AC	I HAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOW EDGE AND BELLIF	F KNOWLEDGE AND BELIEF				CORPORATE
		JE. (NOM)		. ATTESTE PAR LES PRESENTES AU NOM DE (Nom de l'gnéployeur)	(Nom de l'gwiployeur)				
	D'EXACTITUDE	QUE LES RENSEIGNEMENTS FOURNIS DAN	IS LES FORMULAIRES 1 A 6 DU PRESENT RAPPO	QUE LES RINSEGMENENTS COMMES DANS LES COMMULAIRES I A 6 DU MESENT BAPPORT SONT, AUTANT QUE IL SACHE, WANS ET EXACTS A (OSS GANQS,	~	,	,		SCAUDELA
-		DATE - DATE	1990-07-12	SIGNATURE - SIGNATURE	7 3 7				
1									~

Employment and Emplor et firmigration Canada

MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOW INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAINES

(98-63/ 98 JM 3

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITE EN MATIÈRE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMARIE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

5,6,4,,2,4,0,4 TELEPHONE NUMBER 2,981 2,981 INCESTERNI NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE 1"AGENT RESPONSABLE DE 1"ÉQUITÉ EN MATIÉRE D'EMPLOI 0.2 MEA CODE N.W.T.-F.N-O ONT ONT MAN. MAN P.E.L. P.E SASK -SASK ALTA -ALB NFLD.-T.-N. TKN-YUK. QUE -Q N.S.A.E. N.B. A. & 8.C.C.4 (2) BlP 6K9 TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS AU CANADA DESIGNATED CM AS R M R DÉSIGNÉES Cape Breton Development Corporation D.O. Box 2500, Sydney, Nova Scotia VANCOUVER FDMONTON MONTREAL TORONTO WINNIPEG COMMON OR BUSINESS NAME - NOM USUEL OU KAISON SOCIALE CALGARY HALIFAX REGINA **3** O Manager of Personnel GÉOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL (INDICATE NUMBER OF INDIQUER LE NOMBRE MAILING ADDRESS - AURESSE POSTALE POSITION TITLE - TITRE OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS O Basil Crane THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) X Ph O Devoo QUE LES RENSEGNEMENTS FOURMS DANS LES FORMULAIRES I A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE LE SACHE, VRAIS ET EXACTSÁ. TOUS ÉGARDS, HEREBY CERTIFY ON BEHALF OF (Name of employer) NO. OF EMPLOYEES NO. OF EMPLOYEES NOMBRE DE SALARIÉS SIGNATURE - SIGNATURE NO. OF EMPLOYEES MOMBRE DE SALARIÉS NO OF EMPLOYEES WOMBRE DE SALARIÉS NUMBER OF TEMPORARY
EMP. OYEES
NOMBRE DE SALAMÉS
TEAMORAIRES 2,981 General Mining Building, 95 Union St., Glace Bay, N.S. 0 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DIRIGEANT DE 1. ENTREPRISE (3) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE President and Chief Executive Officer Cape Breton Development Corporation PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARIES 1990-05-30 0 Ernest A. Boutilier Ernest A. Boutilier NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 DATE - DATE POSITION TITLE - TITRE OU FONCTION NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN Coal Mines 2,981 IE. (NOM) i. (Name) 0 **②** (2) **(E)** (2) (2) MOM DE L'EMPLOYEUR NAME OF EMPLOYER CERTIFICATION MPLOYMENT CATEGORIES CATEGORIES ATTESTATION D'EXACTITUDE BRANCHE(S) FONCTION INDUSTRIAL POSITION SECTOR(S) D'ACTIVITÉ ACCURACY OFFICERS SALARIÉS AURESSE AGENTS ADDRE SS STATUS DE OF QUZ--02 AZZA 93 REGROSH - 24 44 ALTANTAL-OS

_OWZ--4 WD224K> NOTE: SEE INSTRUCTIONS TO COMPLÉTE ALL FORMS NOTA: VOIR INSTRUCTIONS POUR RÉMIN TOUS LES FORMULAIRES

Employment and Immigration Canada ÷

Emplor et Immigration Canada

LMP 384/(9-86)

EXECUTIVE SUMMARY

EMPLOYMENT EQUITY

CAPE BRETON DEVELOPMENT CORPORATION

The Cape Breton Development Corporation is a Federal Crown Corporation which was established in 1967 by an Act of Parliament. Initially, the Corporation was given the dual mandate to:

- withdraw progressively from the coal industry in light of rising operating costs, the increasing scale of subsidies and the substantial amount of additional capital required for the industry; and,
- to provide alternate industrial employment to replace that from the coal mining industry on Cape Breton Island.

All of this was to be completed within fifteen years.

In 1973 the mandate was changed, although not formally within the context of the Act, to create a commercially viable coal mining industry. The rationale supporting the decision for a change in mandate resulted from the realization that the plan to create a suitable alternate industrial base on Cape. Breton Island was proving to be extremely difficult to implement and from the fact that the OPEC oil crises was driving energy prices up to the point that coal was fast again becoming a viable energy source.

Therefore the Corporation was given a different set of major objectives; firstly, to reorganize and rehabilitate the Cape Breton Coal Industry; and secondly, to broaden the base of the Island's economy through an extensive program of Industrial Development. The Act to establish the Cape Breton Development Corporation (Devco) was unique at the time, as its mandate was the economic well-being of a geographical area rather than a particular industry.

Consistent with that mandate, the Corporation was organized into two broad divisions, the Coal Division and the Industrial_Development Division.

The Coal Division originally took over the operations of the Dominion Coal Company Limited, which had been the principle operator of coal mines in Cape Breton since its incorporation in 1893. Its current operations include three operating coal mines and various surface operations such as a Central Repair and Maintenance facility, a Coal Preparation Plant and a Transportation Centre, all of which are necessary for production support, major repairs and maintenance, product preparation and transportation.

The Industrial Development Division was established to help develop Cape Breton's intrinsic industrial base and to attract new industries to help broaden that base. On December 1, 1988, through an Act of Parliament, the Industrial Development Division became a separate Crown Corporation, the Enterprise Cape Breton Corporation, under the Jurisdiction of the Atlantic Canada Opportunities Agency. As a result of this change, thirty seven (37) employees of the Cape Breton Development Corporation were transferred to the Enterprise Cape Breton Corporation. Seventeen (17) of these employees were women. This in part accounts for the decrease in the number of women employed by Cape Breton Development Corporation, as compared to last year's report.

In April of 1984 a fire in No. 26 Colliery forced the closure of what was then the Corporation's largest operating mine. The Corporation was forced to seal the mine and placed 1,215 of its 4,461 employees on layoff. A variety of early retirement and disability pension programs along with the opening of the Phalen Mine in 1987, helped to reduce these numbers significantly. Phalen Colliery with its modern state-of-the-art technology, is operating with approximately one half of the workforce of the old No. 26 Colliery.

The Cape Breton Development Corporation is the largest employer on Cape Breton Island, with the unemployment rate in the area being one of the highest in Canada. These facts place tremendous pressure on the Corporation to provide work for local residents and creates an intense social pressure to provide preference for employment to the traditional bread winner in the family.

There are four unions at Devco, representing approximately 93% of the total workforce. Job opportunities coming within the jurisdiction of the unions must be filled in accordance with the provisions of the various Collective Bargaining Agreements before they can be made available to the general public.

Pay rates and pay structures at Devco for employees governed by Collective Bargaining Agreements are established through the process of collective bargaining. For non unionized personnel, pay rates and pay structures are determined through a point factor evaluation methodology known as the Hay System.

Some of the concerns evidenced by the overall workforce profile as at December 31, 1989 , are:

- (a) We have a low representation of aboriginal and visible minorities. In particular, the aboriginals are all grouped in the skilled crafts and trades, semi-skilled workers and other manual workers categories; whereas, the visible minorities do find representation in other occupational groups.
- (b) There is a low representation and distribution of women in our workforce. Most of the female workforce is employed in the clerical workers category.

Although the Corporation has an under-representation of aboriginal persons, remedial action will be taken in an effort to correct this situation through constant contact with the group. All career opportunities which require advertising and external hiring are advertised in the native press. In addition, a special file has been established for qualified aboriginals seeking employment with the Corporation.

For the disabled, there are limitations for employment in the coal_mining industry. There are 695 former miners presently on Compassionate Disability Pension. This is due in part to the inability of the Corporation to find alternate employment opportunities within the organization which would be suitable for those people based on their physical limitations. In our present workforce, there are 265 who have identified themselves as persons with disabilities. This figure constitutes 8.9% of our total workforce.

When considering the representation of women in the workforce, it is important to bear in mind that through the years there has been a strong tradition in our local communities that mining work is done by men, who are the principal wage earners in their families. In changing this status quo, we have a great deal of work to do in conditioning the local population to accept the fact that women will eventually be performing these jobs; and, more importantly, to condition our current employees to accept the introduction of women into their work environment.

A significant advance was made in this regard during 1988, in that a female was hired for full-time employment as an emergency medical technician in an underground environment. This is a first in the history of Coal Mining in this area.

The Corporation is supportive of the Employment Equity Program and has had a systemic audit of its policies and procedures performed by a C.E.I.C. consultant, based at Halifax. We have maintained close contact with Government agencies, have discussed Employment Equity with representatives of our unions and management groups and publicized the program in the Corporation's newsletter.

With increased pressure being applied on Crown Corporations to demonstrate improved performance and commercial viability, the strengthening of the Canadian dollar and deteriorating prices for coal in the domestic and world marketplace, the Cape Breton Development Corporation is unlikely to be in a position to maintain employment at its current level. Consequently, the Corporation will in all probability be forced to continue in its attempts to reduce the workforce through the various means at its disposal, including early retirement, etc.

In light of the circumstances previously described, we find that we have little choice at this stage of our history but to direct our attention to a qualitative approach with respect to Employment Equity. Quantitative gains will be made where possible under the current restrictions.

In summary, we continue to provide our full support to the Employment Equity Program and will give it serious attention, mostly from a qualitative perspective, over the next few years. Undoubtedly, the century old traditions of this age old industry which has existed on Cape Breton Island from the 1700's, the type of jobs available, the need to continue to downsize employment in the Corporation over the next few years and the continuing high unemployment in the area, will have a restricting influence on our ability to implement immediate quantitative action. They will not, however, interfere with our long range plans to bring a more balanced employment distribution to the Corporation.

SOMMAIRE

EQUITE EN MATIERE D'EMPLOI

LA SOCIETE DE DEVELOPPEMENT DU CAP-BRETON

La Société de développement du Cap-Breton est une société de la Couronne établie en 1967 par une loi du Parlement. A ses débuts la Société avait un double mandat:

- se retirer progressivement de l'industrie des mines de charbon, étant donné les coûts de plus en plus éléves de production, l'échelle grandissante des subsides, le montant important de capital additionnel requis par l'industrie, et
- alternativement, de fournir des emplois industriels pour remplacer ceux occupés par l'industrie minière au Cap-Breton.

Ce mandat devait être rempli au cours des prochaines quinze années.

En 1973 le mandat fut modifié, mais non par un amendement officiel à la loi organique, afin de créer une industrie minière qui soit commercialement rentable. Le raisonnement qui appuyait un changement d'orientation du mandat s'appuyait sur la réalisation que le plan qui devait créer une base industrielle différente pour le Cap-Breton s'avérait difficile à exécuter; de plus, la crise du pétrole engendrée par l'OPEP avait fait monter en flèche les coûts énergétiques au point où le charbon devenait rapidement une source énergétique de rechange valable.

Par conséquent, des objectifs prioritaires nouveaux furent donnés à la Société. En tête de liste venait la réhabilitation et la réorganisation de l'industrie du charbon au Cap-Breton. En second lieu, il s'agissait d'élargir la base économique du Cap-Breton par le biais d'un vaste programme de développement industriel. La loi créant la Société de développement du Cap-Breton (DEVCO) était unique en son genre, à l'époque, puisque son mandat comprenait le bien-être économique d'une région géographique plutôt que d'une industrie spécifique.

La Société, tenant compte de ce mandat, est constituée par deux grandes directions, la Direction du Charbon et la Direction du Développement industriel.

La Direction du Charbon prit à sa charge les opérations de la Dominion Coal Company Limited, qui avait été la société commerciale la plus importante impliquée dans les charbonnières du Cap-Breton depuis son incorporation, en 1893. Les opérations actuelles comprennent trois mines en production et diverses opérations en surface comme un centre de réparation et de maintien de l'équipement, une usine de préparation du charbon et un centre de transport, toutes facilités qui sont essentielles comme appoints à la production aux réparations majeures et à l'entretien, à la préparation du produit fini comme à son transport.

La Direction du Développement industriel fut établie dans le but d'aider au développement de la base industrielle originale du Cap-Breton et pour stimuler l'implantation de nouvelles industries afin d'élargir cette base. Le ler décembre 1988, par le blais d'une loi du Parlement, la Direction du Développement industriel divint une Société de la Couronne distincte -- la Société Entreprise Cap-Breton -- comme organisme relevant de l'Agence de promotion économique du Canada atlantique. Ce changement eut pour résultat la mutation de trente-sept (37) salariés de la Société de développement du Cap-Breton à la Société Entreprise Cap-Breton. Dixsept (17) de ces salariés étaient des femmes. Ceci explique en partie la baisse du personnel féminin à l'emploi de la Société de développement du Cap-Breton, comparativement au rapport de l'an dernier.

En avril 1984, un incendie dans la houillère n° 26 amenait la fermeture de ce qui avait été jusque là l'opération minière la plus importante de la Société. Il fallut sceller la mine et licencier 1,215 des 4,461 salariés. Une gamme de programmes comprenant des retraites anticipées et des retraites pour causes d'invalidité, ainsi que l'inauguration de la mine Phalen en 1987, réduisirent ce chiffre considérablement. La houillère Phalen, dotée d'une technologie haut de gamme, fonctionne avec approximativement la moitié de la main-d'oeuvre de l'ancienne houillère n° 26.

La Société de développement du Cap-Breton est le plus important employeur de l'Ile où le taux de chômage régional est l'un des plus élevés au Canada. Cette situation place une pression énorme sur la Société afin que celle-ci emploie le plus grand nombre de résidents et crée une pression sociale intense pour que la Société accorde un traitement préférentiel au soutien de famille traditionnel.

On trouve quatre (4) syndicats à Devco, lesquels représentent approximativement 93% de l'ensemble de la main-d'oeuvre. Les emplois vacants couverts par les juridictions syndicales doivent être comblés en conformité avec les clauses de diverses conventions collectives avant d'être offerts au grand public.

Les taux de paie et les structures salariales pour les employés de Devco soumis à la convention collective sontétablis par le processus de négociation dans le cadre des conventions collectives de travail. Pour le personnel non-syndiqué, les taux de paie et les échelles salariales sont déterminés par un système d'évaluation méthodologique de facteurs connu sous le nom de Système Hay.

Certaines carences relevées par le profil général de la main-d'oeuvre au 31 décembre 1989 sontidentifiées comme étant:

- (a) Les Amérindiens et les minorités visibles sont sous-représentés. En particulier, les Amérindiens sont tous groupés dans les métiers techniques, les travailleurs semi-spécialisés et autres catégories de travailleurs manuels, alors que les minorités visibles sont représentées dans d'autres groupes de travail.
- (b) Les femmes sont sous-représentées et mal réparties dans notre main-d'oeuvre. La majorité des femmes sont employées dans la catégorie des commis.

Bien que les Amérindiens soient sous-représentés, la Société entend corriger cette situation en établissant une liaison constante avec ce groupe. L'embauche externe et les possibilités de carrière qui doivent être affichées sont publiées dans les médias indigènes. De plus, un dossier spécial a été établi pour les Amérindiens compétents qui s'adressent à la Société pour un emploi.

En ce qui concerne les handicapés, l'industrie minière offre des possibilités limitées d'emploi. Il y a actuellement 695 anciens mineurs qui bénéficient de retraites d'invalidité ou d'incapacité. Ceci est dû en partie à l'impossibilité où la Société se trouve d'offrir des emplois alternatifs à l'intérieur de l'organisation qui conviendraient à ces employés en tenant compte de leurs incapacités physiques. Dans notre main-d'oeuvre actuelle, 265 personnes se sont identifiées comme souffrant de diverses incapacités. Ce chiffre constitue 8.9% de l'ensemble de la main-d'oeuvre.

Il est important de tenir compte, lorsque l'on envisage la représentation des femmes dans la main-d'oeuvre, qu'une forte tradition, établie au cours des ans dans nos communautés locales, veut que le travail de mineur soit effectué par des hommes qui sont les principaux soutiens dans leurs familles. En changeant le statu quo, il nous faudra accomplir de grands efforts afin de préparer la population locale à accepter le fait que des femmes éventuellement accompliront ces tâches et il est encore plus important de conditionner nos employés actuels à accepter l'introduction de femmes dans leur milieu de travail.

Des progrès en ce sens furent réalisés en 1988, vu que la Société embaucha à temps plein une femme comme technicienne en médecine à l'urgence dans un milieu sou terrain. Cette réalisation est une première dans l'histoire des houillères de la région.

La Société appuie le programme d'emplois équitables et elle s'est soumise à une vérification systématique de ses politiques et de ses procédures d'emplois par un conseiller du Ministère de la Main-d'oeuvre en poste à Halifax. Nous maintenons une étroite liaison avec les agences gouvernementales; nous avons discuté de formules d'emploi équitable avec les représentants de nos syndicats et des cadres, et nous avons fait connaître le programme par le truchement du bulletin de la Société.

Vu les exigences grandissantes que subissent les sociétés d'Etat de faire preuve de rendement accru et de rentabilité, la force que prend le dollar canadien ainsi que les prix en baisse du charbon sur le marché domestique et mondial, la Société de développement du Cap-Breton est vraisemblablement peu en mesure de maintenir l'emploi au niveau actuel. Par conséquent, la Société sera fort probablement obligée de poursuivre ses tentatives de réduction de la main-d'oeuvre par l'entremise des divers moyens à sa disposition, y compris la retraite anticipée, etc.

Compte tenu des circonstances décrites plus haut, nous nous rendons compte que nous avons peu de choix à ce stade de notre histoire et qu'il nous faut choisir une méthode qualitative en ce qui concerne l'équité en matière d'emploi. Des gains quantitatifs seront réalisés chaque fois que les restrictions actuelles le permettront.

Bref, nous continuons d'appuyer fortement le programme d'équité en matière d'emploi, et nous lui accorderons une attention sérieuse, principalement dans une perspective qualitative, au cours des prochaines années. Il est certain que les traditions profondément enracinées dans cette industrie séculaire, qui existe au Cap-Breton depuis le 17^e siècle--les genres d'emploi disponibles, la nécessité de diminuer au cours des prochaines années la main-d'oeuvre employée par la Société, le taux toujours élevé du chômage dans la région--contribueront à restreindre notre capacité de mettre en oeuvre des mesures quantitatives. Ces obstacles, cependant, n'entraveront pas nos objectifs à long terme qui prévoient une distribution plus équitable de l'emploi par la Société.

Employment and formiquation Canada — Employed from quation Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PLEIN*

Industrial Sector Branche d'activite

CAPE BRETON DEVELOPMENT CORPORATION

NOTE See instructions NOTA Voir instructions

Name of Business Nom de l'entreprise

Page. 2 Partie A. Lorm

68 61 31 Jan. 1 - Dec. Reporting Period Periode de rapport

COAL MINES

Designated CMA (specify) RMR designee (préciser)

NOVA SCOTIA

Province / Territory (specify) Province / territoire (preciser)

X

National (Canada) National (Canada)

 \boxtimes

ocation Endroit

All Employees Fous les salaries Men Col 3

Total Number Nombre total Col 5

Women Col 4

Total Number Nombre total

Quarter

Top and bottom of salary range Maximum et minimum de l'echelle de remuneration

Categories professionnelles

Occupational Groups

100

Col 1

59,999

70,000

Upper level managers Cadres superieurs

Aboriginal Peoples Autochtones

Women Men

Total Number Nombre total

Men

Persons with Disabilities Personnes handicapees

Women

Women Col 13

Men Col 12

11 10

Col 10

6 10)

Col 8

Col 7

9 IOO

Total Number Nombre total

Members of Visible Minorities Membres des minorites visibles

2 7

0

20

115 2 2 2 2 45 5 45

70,000 29,999 27,500

Middle or other managers Cadres intermediaires et

autres cadres

29,999

Semi-professionals and Semi-professionnels et

technicians techniciens

70,000

Professionals Professionnels

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2

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26 82

26 82

49,999 45,000 29,999 27,500 49,999 45,000

29,999 27,500

Supervisors

34

139

39,999 35,000 29,999 27,500

Foremen/women Contremaitres

TAP 387 19 BOLF

NOTE See instructions NOTA Voir instructions	Too and bottom			All Employees		Ab	Aboriginal Peoples		Perso	Persons with Disabilities	ties	Formulaire Formulaire	Formulaire 2 Part A, Formulaire 2, Members of Visible Minorities	A, Page 2
Source of Course	of salary range	:	1	ous les salaries			Autochtones		Perso	Personnes handicapees	ees	Membre	Membres des minorites visibles	salgis
Categories professionnelles	_	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	6 10)	Col 10	Col 11	Col 12	Col 13
	39,999	4	11	11	0						:			
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	27,499	7 -	73	58	15 28		7	0	Σ -	- : - : - :		; ;	:	-
	0	4	0	0	0				+					
Sales workers	0	m	0	0	0									. :
Employes du secteur de la vente	0	2	0	0	0					:	:			
	0	-	0	0	0									
	39,999	4	٦	-	0									:
Service workers	35,000	6	0 [0	0								:	:
services	24,999		37	3/	۰, ۵									
	22,500	-	3	2					7	7				
Skilled crafts and trades	49,999	4	m	m	0		:		7	7	0		:	:
workers	45,000	m	25	25	0				9	9	0			:
Travailleurs qualities et	29,999	2	10	10	0				2	2	0			
artisans	27,500	-	604	604	0				40	40	0	2	2	
	49,999	4	8	æ	0									
Semi-skilled manual workers	45,000	m:	19	19	0		:		:	:		:		
specialises	27,499	2	74	74	0:0			(36	36	0.0			
	25,000	-	935	9.35	0	4	4	0	64	64	0	7	7	
	44,999	4	er.	3	0				. 5	5	0.	:		
Other manual workers	40,000	m:		J.	00				7	1	0		:	
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	27,500	-	573	573	0	-	1	0	49	49	0	~	~	
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t MP 3871 (9-86) P 2		:	refers to the lov	vest salary quar	ter, 4 refers to	refers to the lowest salary quarter, 4 refers to the highest salary quarter/	quarter/	for other of our						=

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter/
 1 represente les salaires du quart le moins eleve, 4 represente les salaires du quart le plus eleve

Employment and Immigration Canada — Employet Ingrugration Carrada

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3 Part A

form formulane

OYEES*

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOVEES* PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN*

NOTE See instructions NOTA Voir instructions

Women _ (1) Membres des minorites visibles Men Hommes 2 12 4 4 2 Col 11 1989 Jan. 1 - Dec. 31 Total Number Nombre total Reporting Feriod Periode de 'apport Col 10 2 4 2 2 13 COAL MINES Women 6 100 Persons with Disabilities Personnes handicapees Men Hommes 151 27 4 264 81 Cot 8 Industrial Sector Branche d'activité Total Number Nombre total 152 27 4 81 265 Col 7 Province / Territory (specify)
Province / territorie (preciser) Women g loo Aboriginal Peoples
Autochtones Men Hommes ~ 9 Col 5 Total Number Nombre total Col 4 2 9 4 S Women c S 0 62 20 35 2 0 Col CAPE BREION DEVISIOPMENT CORPORATION All Employees Tous les salarres Men Hommes 2,919 1,553 12 Col 2 29 918 281 75 51 National (Canada) National (Canada) Total Number Nombre total 29 1,573 2,981 (0) 1 953 286 77 51 12 \boxtimes TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES and over \$22,500 \$24,999 SALARY RANGES REMUNERATION Under Mains de \$10.000 \$10,000 \$14 999 \$15,000 \$17,499 \$17,500 \$19 999 \$20,000 \$22,499 \$25,000 \$27,499 \$27,500 \$29,999 \$30,000 \$34,999 \$35,000 \$39,999 \$40,000 - \$49,999 \$50,000 \$69 999 COMMISSOR Mame of Business
Momide Lentreprise \$ 70,000 Location Endroit

(98 A) RURI JONE

Use separate Parts for permanent part time and temporary employees

Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Canadä

111 Seconstructions me of Business Non-de Lentreprise tation Indicort

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIES PERMANENTS A TEMPS PLEIN*

AMENDED

from town 4 Parts A Reporting Period 19 89 Jan. 1 - Dec. 31 COAL MINES Industrial Sector Branche d'activité Province / Territory (specify) NOVA SCOFTA Province / Territoire (preciser) M CAPE BRESON DEVELOPMENT CORPORATION National (Canada) National (Canada) Ø

		All Employees Tous les salaries			Aboriginal Peoples Autochtones	.5	Pers	Personnes handicapees	ties	Memb	Members of Visible Minorities Membres des manorities assilies	nsibles
Occupational Groups (ategories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Fotal Number Nombre total	Men Hommes	Women
	Col 1	Col 2	(0)	(ol 4	Col 5	Col 6	Col 7	Col 8	6 (0)	Col 10	(ol 11	Col 12
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ddle or other managers Ladres intermediaires et autres cadres	0											
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Semi professionals and technicians semi professionnels et technicians	0											
pervisors	0											
turementres	0											
incal workers Imployes de bureau	0											
les workers sployes du secteur de la vente	0											
Service workers Imployes du secteur des services	0											
illed crafts and trades workers svailleurs qualifies et artisans	0											
sum skilled manual workers svailleurs manuels specialises	0											
her manual workers Autres travailleurs manuels	0											
ITAI NUMBER OF EMPLOYEES HIRED JMBRE TOTAL DE RECRUTEMENTS	0											

Canada

Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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form formulaire 5 Partie A

1989

Jan. 1 - Dec. 31 Reporting Period: Periode de rapport COAL MINING PERMANENT FULL TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN* Industrial Sector Branche d'activite Province / Territory (specify) NOVA SCOFIA X CALLE BREITON DEMELOPMENT CORROPATION

National (Canada) National (Canada)

X

incation tridroit

NOTA VOICEMENT FOR Numbe l'entreprise name of Business

	Saları	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which hiey have been last promoted) Salaires promus (les salaires promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur ce laquelle its ont ete promus en dernier)	omoted (Employeries promus au co	es promoted duri	ng the year are to	be reported only seulement dans la	in the occupational	I groups to which	or within which	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which high have been last promoted) from sets promuse it is not every that is not event of the promuse it is not event of the promuse in the promuse in the promuse is a set of the promuse in the p	t promoted)	ner)
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	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	Col 9	Cot 10	(ol 11	Col 12
Lipper level managers	1	. 1				-						
Middle or other managers Ladres intermedianes et autres cadres	11	10	1									
Professionals Professionnels	3	e.										
semi-professionals and technicians	2	2					1	1				
Supervisors												
Luemen/women Contematives	10	10					1	1				
(Terral workers Employes de bureau	4	3	1									
Salesworkers Implayes du secteur de la vente												
Services Employes du secteur des services												
Skilled crafts and trades workers Travalleurs qualifies et artisans											,	
Semi-diffed manual workers Travalleurs manuels specialises	3	3										
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMINE TOTAL DE SALARIES PROMUS	34	32	2				2	2				
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	34	32	2				2	2				

Use separate Parts for permanent part time and temporary employees
Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires 4

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T Employment and finningration Canada Emploret finningration Canada

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19 89

Reporting Period Periode de rapi ort.

Province / Territory (specify)
Province / territore (préciser)

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National (Canada)

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CAPE BRETON DEVIS OPMENT COLLYORATION

NOTA Voir instructions

Nom de l'entreprise Name of Business

Lixation Endroit

COMI, MINING

Industrial Sector Branche d'activite

Form formulaire 6 Partie A

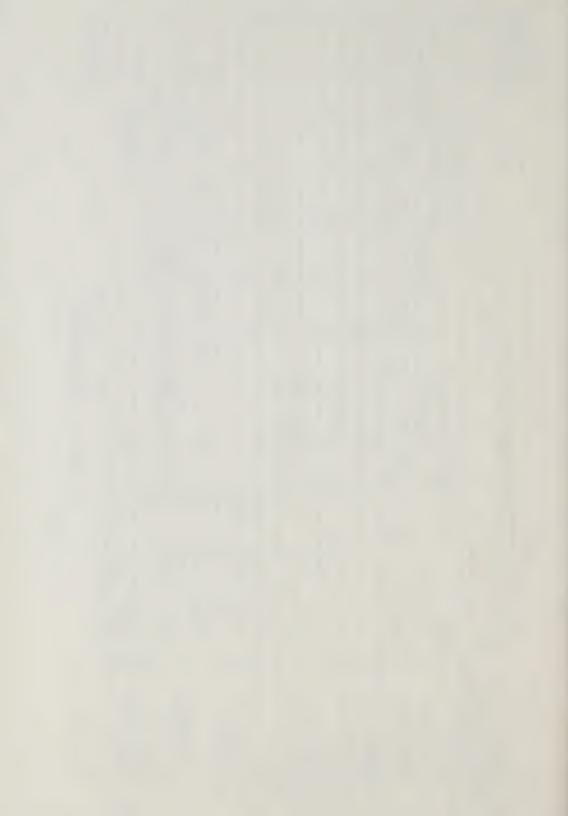
PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIES PERMANENTS À TEMPS PLEIN*

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 Total Number Nombre total Col 10 3 Jan, 1 - fec, Women Col 9 Persons with Disabilities Personnes handicapees Men 2 18 Col 8 31 Total Number Nombre total Col 7 18 7 2 33 Women 9 100 Aboriginal Peoples Autochtones Men Col 5 _ -Total Number Nombre total Col 4 10 Women Col 3 All Employees Tous les salaries 317 68 17 17 66 Men 14 14 24 51 Col 2 Total Number Nombre total 2 89 14 14 20 24 27 51 66 331 Col 1 Middle or other managers cadres cadres Occupational Groups
Categories professionnelles MINER NUMBER OF EMPLOYEES TERMINATED MINERE TOTAL DE CESSATIONS DE FONCTIONS Semi professionals and technicians Semi professionnels et techniciens imployes du secteur des services skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises revailleurs qualifies et artisans, imployes du secteur de la vente Autres travailleurs manuels liher manual workers apper tevel managers mployes de bureau инетеплиомотел lencal workers PLYICE WORkers unfremaitres Professionnels sales workers Professionals Supervisors

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Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL
POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



G. M. ARMOUR & SON LTD.
ARMOUR TRANSPORT

2000

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⁹ Ministre des Approvisionnements et Services Canada 1990

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Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

Employ et Immigration Canada Employment and Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

ÉQUITÉ EN MATIÈRE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMARIYE DU RAPPORT ET ATTESTATION D'EXACTITUDE

AND REG. NUMERO DE TELEPHONE

10. 6 8.5.7. 0.2.0.5 237 17 797 Form Formulaire CORPORATE SCEAU DE LA SOCIÉTÉ SEAL IAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI 0-N1-1N1 DNT -ONT N.B.N.4 MAN - MAN 1.4. F. E SASK -SASK ALTA ALB NFLD . T .N JKN - YUK OUE OC 45.4.E B.C.C.4 4 POTAL EMPLOYEES IN CANADA MOMENTE TOTAL DE SALARIÉS ALI CANADA DESIGNATED C IN AS R M R DESIGNÉES Armour Transport Inc. David R. Creighton VANCOUVER DMONTON MONTREAL WHERE G COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE Armour Transport OMONTO CALGARY HALIFAX REGIMA C. R. Brugaton 6 O Same as 3 GÉOGRAPHIQUES EMPLOYEES LOCATED IN MAILING ADDRESS - ADRESSE POSTALE O Controller GEOGRAPHICAL (INDICATE NUMBER OF INDIQUER LE NOMBRE POSITION TITLE - FITHE OU FONCHON DE SALARIES DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELLEF OUK EES KENSEKOKEMENTS FOURNIS DANS LES FORMULANKS 1 A 6 DU PRÉSEN I RAPONT SONT, AUTANT QUE LE SACHE, VRAIS ET EXACTS A TOUS ÉGARDS , ATTESTE PARLES PRÉSENTES AU NOM DE (Nom de l'emp HEREBY CERTIFY ON BEHALF OF (Name of employer) (A) NO. OF EMPLOYEES NOMBRE DE SALARÉS SIGNATURE - SIGNATURE 477 313 IO OF EMPLOYEES NO. OF EMPLOYEES NO. OF EMPLOYEES 797 NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALARIES TEMPORAMES 1 (1) 689 Edinburgh Dr. Moncton N. B. 13 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAME'S NA FIONALE PRINCIPALE Armour Transport Inc. NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PARTIEL DATE DATE JULY 23/90 David R. Creighton 1 Wesley G. Armour Truck Transport (3) INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ 1 FULL LEGAL NAME - NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ · President FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TÉMPS PLEIN NUMBER OF PERMANENT 977 I, (Name) ME. (NOM) Θ (2) **3** (3) 3 (2) NOW DE 1 EMPLOYEUR NAME OF EMPLOYER CERTIFICATION D'EXACTITUDE ATTESTATION **EMPLOYMENT** CATÉGORIES BRANCHE(S) CATEGORIES ACCURACY POSITION FONCTION INDUSTRIAL D'ACTIVITÉ SECTOR(S) SALARIÉS OFFICERS ADDWE \$5 AGENTS STATUS ADMESSE 5 OF.

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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOW INSTRUCTIONS POUR REMAY IR TOUS LES FORMULAINES

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Employment and Employet Immigration Canada

SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EDUITE EN MATTER D'EMPLOYENDE TOURS DE CONTRACTOR DE

			OUT THE MANUEL OF LAND LOST SORES	PROPERTY OF THE PROPERTY SOME	TACH IN MAINTED THAT OF THE PROPERTY OF THE SAME SAME SAME SAME SAME SAME SAME SAM	SEACH UDE			Formulaire 8
	NAME OF EMPLOYER	FULL LEGAL NAME - NOM LEGAL AU COMPLET	מוכז		COMMON OR BUSINESS NAME - NOM USUEL OU KAISON SOCIALE	HAISON SOCIALE			
	MOM DE L'EMPLOYEUR	O ARMOUR TR	R TRANSPORT INC.		<u>©</u>				
	T ADDMESS	ADDRESS OF PRINCIPAL PLACE OF BUSINES	ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE	37	MALING ADDRESS - ADRESSE POSTALE				
- 4	l Aunesse	0 689 Edinbu	1 689 Edinburgh Dr., Moncton N.B.	on N.B.					
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EM	NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DUPREMIER DIRIGEANT DE L'ENTREPRISE	NTAEPRUSE	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITE EN MATIÈRE D'EMPLOI	ENT EQUITY - NOM DE L'AGENT NE	SPONSABLE DE L'ÉQUITE	EN MATIERE D'EM	101
	AGENTS	Wesley G. Armour	rmour		1 David R. Creiohton	ohton			
		POSTION TITLE - TITME BU FONCTION			POSITION TITLE - TITAE OU FONCTION			-	TELEPHONE NUMBER
- 1	N FONCTION	O President			O Controller		<u> </u>	5000	506857.0205
		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ I	11 1	NO. OF EMPLOYEES		(I) DESIGNATED CHI AS		(IB) PROVIN	PROVINCE S/TERNITORIES
		1 Truck Transport	port	248	TV Orna v a SO SO			Out our	CENTERNITORES
	SECTOR(S)		113	NO OF EMPLOYEES NOMBRE DE SALAIRES	AREAS	CALGARY		QUE QU	7.
2021	R BRANCHE(S)	HIPUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3	16.3	NO OF EMPLOYEES NOMBRE DE SALARES	(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)	HALFAX	/3	N.BAL-B.	223
	DACIMILE	INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4	if 4.	NO OF EMPLOYEES MOMBRE DE SALARES		MONTREAL		90°C-0	
22<	EMPLOYMENT STATUS	(D)	(i)	9	SECTEURS GÉOGRAPHIQUES	TOADNTO		SASKSASK ALTAALB	
	CATEGORIES	FULL-TIME EMPLOYEES NOMBNE DE SALARÉS PERMANENTS A TEMPS PLEIN	PART: THE EMPLOYEES NOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL	NOMBRE DE SALARIES FEMPORAIRES TEMPORAIRES	(INDIQUER LE NOMBRE	VAMCOUVER		NFLD -T-AV TKN -YAK.	
	r CATÉGORIES				DE SALARIÉS DANS CHAQUE SECTEUR)	Mindeles	-	NWT-EN-O	
	SALARIÉS	726	15	7		(9) TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALABÉS AU CANADA	SALARAS		248
V==-	CERTIFICATION	(Mame) David R	Observed David R. Creighton HERBY CERTIFY ON BEHALT OF DRAWN CONDINGENORS OF THE PERSON OF THE PERSO	. HEREBY CERTIFY ON BEHALF OF (Name of employer)	employer) Armour	Armour Transport Inc.	Inc.		
		R. (WOME)	ONES I TO COL TRIS REPORT IS INCE AND ALL	.UNATE WEVENY RESPECT. TO THE BEST OF MY KHOWLEDGE AND BELLE ATTESTE PARTES PRESENTES AU NOM DE (Nom de l'employeur)	r KNOWLEDGE AND BELIEF (Noon de l'employeur)			*****	CORPORATE
0E	D'EXACTITUDE	OUE LES REMSENCHEMENTS FOUNMS DANS	ONE ES RESCHORMENTS FOUNDS DANS LES FORMULAINES EN A DUPPERENTE ANTON FAUTON FOUR ES SACIE, VALLE EL SACES A FOUNDOMENT ON THE SE ES SACIES A FOUNDOMENT OF THE SACIES A FOUNDOMENT OF THE SACIES A FOUNDOMENT OF THE SACIES AND THE SA	I SONI, AUTANT QUE JE SACHE, VRAIS ET EXA	CTS A TOUS EGANDS	74			SCEAUDE LA SOCIÉTÉ
2		DATE - DATE	04/11 2000	SIGNATURE - SIGNATURE		ar			
CAMP 3847(9-86)	4763-861	MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS	L FORMS						2000

MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOW MSTRUCTIONS POUR REMININ TOUSLES FORMULAINES

Emploi et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

88 Form 2 Part A. Pag.

Truck Transport

Industrial Sector: Branche d'activité

Designated CMA (specify) RMR désignée (préciser)

Abonginal Peoples Autochtones Men Col 6

Province / Territory (specify) Province / territoire (preciser)

National (Canada)

×

Location-Endroit

Transport Inc.

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise Armour All Employees Tous les salariés Men Col. 3

Persons with Disabilities Personnes handicapées

Men

Total Number Nombre total

Women

Women Col 7

Total Number Nombre total Col. 5

Women Col. 4

Total Number Nombre total

Quart

Top and bottom of salary range Maximum et minimum de l'échelle de rémunération

Occupational Groups Catégories professionnelles

Col. 2

- 17499 - 54999

50 000 40,000 - 44,999

Middle or other managers Cadres intermediaires et

autrescadres

- 54999 50,000 - 54,999

Professionals Professionnels

50,000

AND OVER

Upper-level managers Cadres supérieurs

15,000

70,000

Col 1

Col 9

Col. 10

Men Col. 12

Col 13

Col. 11

Col. 8

Canada

... I refers to the lowest salary quarter; 4 refers to the highest salary quarter/ I représente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

71

65422 -

é

EMP 3871 (9-86)

44.999

Foremen/women Contremaitres

20,000 40,000

- 39999

Supervisors

35000

technicians Semi-professionnels et techniciens

Semi-professionals and

666th -

Total Number Nombre total

Members of Visible Minorities Membres des minorités visibles

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Reporting Periode de

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Employment and Immigration Canada Emploi et Immigration Canada

Occupational Groups	Top and bottom of salary range Maximum et	:	1	All Employees Tous les salariés		R	Aboriginal Peoples Autochtones	25	Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minorities Wembres des minorités visibles	visibles
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1		Col. 2	Col. 3	Col 4	Col 5	Col 6	Cot 7	Col 8	6 Joj	00 100	(oi 11	Col 13	100
	75000	4	5		4									(0) 13
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employes de dureau	15000	7	~		m				,					
	66761-	-	3		w)									
	30000	4	,	,										
Sales workers	. 34999	E												
vente	27500	~												
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	37500	4												
Service workers	- 2499G	m												
services	72500	~												
	1666+2-	-	1	,										
Skilled crafts and trades		4												
workers		m												
artisans		7												
	0000	-	,											
Camping the Many on the Many of the Company	40,000	4	1	٨										
Travailleurs manuels	4444	~	57	52										
spēcialisēs	15,000	~	*	14										
	6511-	-	54	54										
	15000	4	٣	n										
Other manual workers	- 17499	e .	٥	5					`	`				
Clarific and all sections of the control of the con	10000	~	M	^										
	66721-	-	,											
TOTAL NUMBER OF EMPLOYEES	IF EMPLOYEES		727	300	81	`			7	,				

refer to the lower stary quarter, a refer to the higher salary quarter.

I refer to the stables and your femous etve, a represent ét stables du quart le plus éleve

East 3671 (9-66) P. 2

Emploi et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL *

Form Part B. Page 1 Women 1988 Col. 13 Members of Visible Minorities Membres des minorités visibles Trefers to the lowest salary quarter, 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus eleve Reporting Period: Période de rapport: Men Hommes Col. 12 Total Number Nombre total Col. 11 Women Col. 10 Designated CMA (specify) RMR désignée (préciser) Persons with Disabilities Personnes handicapées Men Hommes Col 9 Total Number Nombre total Col. 8 Industrial Sector:
Branche d'activité:
Truck Transport Women Col. 7 Aboriginal Peoples Autochtones Men Hommes Col. 6 Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires Total Number Nombre total Col S Province / Territory (specify) Province / territoire (préciser) Women Col 4 All Employees Tous les salariés Men C |0) Total Number Nombre total Col 2 Quarte National (Canada) National (Canada) 4 6 Top and bottom of salary range Maximum et minimum de l'echelle de rémunération Armour Transport Inc Col 1 X Occupational Groups
Catégories professionnelles Middle or other managers Cadres intermediaires et autres cadres Semi-professionals and technicians Semi-professionnels et techniciens NOTA Voir instructions Upper-level managers Cadres superieurs Name of Business. Nom de l'entreprise Location-Endroit Foremen/women Contremaitres Mr 1980 (9 Bolt 1 Professionals Professionnels Supervisors

Quarte Total Number Tota		Top and bottom of salary range			All Employees Fous les salariés		व	Aboriginal Peoples Autochtones	x	Perso	Persons with Disabilities Personnes handicapées	ities	Member	Members of Visible Minorities Membres des minorites visibles	visibles
Col	Occupational Groups Catégories professionnelles		Quart		Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
17500 4		Col 3		Col 2	Col 3	Col &	Col S	Col 6	Col. 7	Col 8	Col 9	Cot 10	Cot. 11	Col 12	Col 13
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1	Employes de bureau	0051	7	٨		٨									
1		- 9999	-	7		٨									
11			,												
1	ales workers		~												
6 31 6671 - 6671	mployes du secteur de la ente		~												
250000 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			-												
25000 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ervice workers		4 4												
6 3 1 6 6 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	mployés du secteur des ervices		۰ ~												
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9 2500 1		35000		-	-										
1	emiskilled manual workers	86×22-	•	٨	٨										
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ravailleurs manuels	2500	~	`	•										
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Campina.	6664 -	ç=-	7	د										
1 15000 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		10000	4	,	,										
1,5000 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Other manual workers	- 22499	m	,	,										
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Autres travallieurs manuers	15000	2												
0 1		- 1749	-	/	/										
	TOTAL NUMBER	OF EMPLOYEES		15	6	9									

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1 refers to the lowest salary quarter; 4 refers to the highest salary quarter; 1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve.

NOTE: See instructions NOTA: Voir instructions			N.E.	ALARY SUMMA ROFIL SALARIAL	ARY: PERMAN	ERMANENTS.	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*				Form	3 Part A
Name of Business: Nom de l'entreprise: Armour Transport	ort Inc						Branche d'activité:	Industrial Sector: Branche d'activité: Truck Transport	rt.			
Location-Endroit	Nation	National (Canada) National (Canada)	0	Province / Territory (specify) Province / territoire (preciser)	ry (specify) re (preciser)					Reporting Period: 11	3861	
SALARY RANGES		All Employees Tous les salariés		4	Aboriginal Peoples Autochtones	2	Pers	Persons with Disabilities Personnes handicapées	25 25	Memb	Members of Visible Minorities Membres des minorités visibles	orities
ECHELLES DE RÉMUNERATION	Total Number Mombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Under \$10,000	Col 1	Col. 2	(ol.3	Col 4	Col S	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col 11	Col 12
\$10,000 - \$14,999	-	-										
\$15,000 - \$17,499	9	1	*									
817,500 - \$19,999	7	5	٨									
\$20,000 - \$22,499	74	70	7				,	,				
\$22,500 - \$24,999	45	40	5				`	`				
\$25,000 - \$27,499	34	~ ~	٨									
827,500 - \$29,999	36	36				-						
\$30,000 - \$34,999	34	30		`	,							
\$35,000 - \$39,999	9/	15	•									
\$40,000 - \$49,999	9	9										
666.698 - 000.058	7	٨										
\$70,000 and over	`	,										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	326	300	18	_	-		4	7				
			-									

Use separate Parts for permanent part-time and temporary employees.

Utiliser les autres parties pour les salaires permanents a temps partiel et les salaires temporaires.

1 MF 3848 (9-86)

Emple

NOIL Seemstructions NOIA Voir instructions

Employment and Immgration Canada Employet Immgration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL *

Form formulaire 3 Partie 8

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 3861 Total Number Numbre total Reporting Period: Période de rapport: Col. 10 Women 6 loo Truck Transport Persons with Disabilities Personnes handicapees Men Hommes Col 8 Industrial Sector: Branche d'activité Total Number Nombre total Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / Territoire (préciser) Col S Total Number Mombre total Col 4 Women 7 Col 3 All Employees Tous hes salariés Men C 10) 5 National (Canada) National (Canada) Total Number Nombre total Col 1 Armour Transport Inc 5 4 15 × TOTAL MUNBER OF EMPLOYEES WOMBRE TOTAL DE SALARIÉS \$50,000 and over SALARY RANGES \$40,000 - \$49,999 ECHELLES DE RÉMUNÉRATION \$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 Under Moins de \$2,500 \$2,500 - \$4,999 \$5,000 \$7,499 87,500 - 89,999 Name of Business Nom de l'entreprise Locatum-Endroit

tear spents and

Use separate Parts for permanent full-time and temporary employees
 Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 4 Partie A

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Men Col. 11 3861 Total Number Nombre total Col. 10 Reporting Period: Période de rapport: Women Col 9 Personnes handicapées Truck Transport Men Hommes Col 8 Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 Women Gol 6 Aboriginal Peoples Autochtones Men Hommes Col S Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col. 4 Women 4 Col. 3 10 All Employees Tous les salariés Men 42 9 34 Col 2 1 Total Number Nombre total National (Canada) Col. 1 4 74 39 Armour Transport Inc. X TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels of technicians Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employes du secteur des services tmployes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTA Voir instructions Upper-level managers Cadres supérieurs Clerical workers Employes de bureau Name of Business Nom de l'entreprise Contremaitres 1 ocation-Endroit Professionals Sales workers Surveillants

Use separate Parts for permanent part-time and temporary employees Utiliser kes autres parties pour les salaries permanents à temps partiel et les salariès temporaires

1 MP 3870 (9:84)

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NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED"
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL"

Formulaire & Part B

Women Femmes Col 12

Members of Visible Minorities Membres des minorités visibles Men Co == 19 89 Total Number Nombre total Col 10 Reporting Period: Période de rapport Women Col 9 Persons with Disabilities Personnes handicapees Men Truck Transport Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Col 5 Province / Territory (specify)
Province / territoire (préciser) Total Number Nombre total Col 4 Women Col 3 7 All Employees Tous les salariés Men Col 2 7 Total Number Nombre total National (Canada) A Col 1 3 Armour Transport Inc \boxtimes TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels of technicians I mployes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Sales workers finployes du secteur de la vente Travailleurs manuels specialises Semi-skilled manual workers Autres travailleurs manuels Other manual workers Upper-level managers Cadres supérieurs t herical workers t mployes de bureau Name of Business Nom de l'entreprise. Lorenentwomen LIKATION-Endrovt Service workers Professionals Professionnels Surveillants

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salarres permanents à temps plein et les salarres temporaires

1 the 1890 (9 86)

Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions NOTA: Voir instructions

Form Formulaire 5 Partie A

MOTAL VOIL MISTIGLIONS				Marchine 19. 3	שרשוור זו רווו	WINTERS OF SERVICE OF SERVICE	COLL S C CENTE				Formulaire	Partie A
Name of Business: Nom de l'entreprise.						the	Industrial Sector: Branche d'activité					
Armour Transport Inc	Inc					1-	Truck Transport	nsport				
Lucation Endroir	National (Canada) National (Canada)		Provinc Provinc	Province / Territory (specify) Province / territoire (préciser)	()a					Reporting Period: Periode de rapport.	19 82	
	Salari	Employees p	romoted (Emplo	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus au cours de l'année doivent être inscrits seulement dans la catégoire professionnelle a laquelle ou a l'intérieur de laquelle ist on tele promus en dernier)	ng the year are to	be reported only seulement dans	in the occupational	groups to which	or within which	they have been last de laquelle ils ont e	t promoted)	nier)
Occupational Groups Categories professionnelles		All Employees Tous les salariés			Aboriginal Peoples Autochtones	8	Pers	Persons with Disabilities Personnes handicapées	es	Memb	Members of Visible Minorities Membres des minorités visibles	Drittes risibles
	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
Upper-level managers	Col. 1	CO 2	CO! 3	(ol. 4	Col. 5	9.00	Col.7	Col. 8	Col.9	Col. 10	Col 11	Col 12
Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
semi-professionals and technicians Semi-professionnels of techniciens												
Supervisors	- '	-										
Contrematres	_	_										
Clencal workers Employes de bureau												
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés	7	7										
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS	#	7										
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	ħ	#										
1 Mr 3869 (9:86)	Use separate Part	s for permanent	Dart-time and te	Use separate Parts for permanent part-time and temporary employees								

Use separate Parts for permanent part-time and temporary employees
 Utiliser les autres parties pour les salaries permanents à temps partiel et les salariés temporaires

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NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL **

Formulaire 5 Partie 8

Women Members of Visible Minorities Membres des minorités visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promiss au cours de Fannée dolvent être inscrits seulement dans la catégorie professionnelle à laquelle ou à Finderleur de laquelle its ont été promus en demier) 1982 Men Col. 11 Reporting Period: Période de rapport: Total Number Nombre total Col. 10 Women 6.9 Persons with Disabilities Personnes handicapées Truck Transport Men Col. 8 Total Number Mombre total Industrial Sector: Branche d'activité. Col. 7 Women Col. 6 Aboriginal Peoples Autochtones Men Hommes Col. S Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col 3 All Employees Tous les salariés Men Hommes C 100 Total Number Mombre total National (Canada) Col Armour Transport Inc Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travallleurs qualifies et artisans Employes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Employes du secreur de la vente Upper-level managers Cadres superieurs Clerkal workers Employes de bureau Name of Business: Nom de l'entreprise Forementers . Location-Endroit Service workers Professionals Professionnels Sales workers Surveillands

Canadä

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NIL

NIL

MOMBRE TOTAL DE SALARIÉS PROMUS

Autres travailleurs manuels

Other manual workers

TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS

Form Formulaire 6 Partie A

19 87

Reporting Period: Période de rapport:

Truck Transport

Province / Territory (specify)
Province / territoire (préciser)

National (Canada) National (Canada)

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Armour Transport Inc

Deation Endroit

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise:

Industrial Sector: Branche d'activité

PERMANENT FULL-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Women Col. 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col 7 Women Col. 6 Aboriginal Peoples
Autochtones Men Col S Total Number Nombre total Col 4 Women C 100 m All Employees Tous les salariés Men 75 Col 2 61 5 Total Number Nombre total Col 1 82 3 6 1 Middle or other managers Cadres infermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS OF FONCTIONS Semi-professionals and technicians Semi-professionnels of technicians Service workers Employés du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Sales workers Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialisés Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clencal workers Employes de bureau Luremenwomen Professionals Professionnels Supervisors

1 MF 3872 (9-86)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

NOTE See instructions NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED*
CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form 6 Part 8

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 19 89 Total Number Nombre total Cof 10 Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Truck Transport Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité: Col 7 Women Col. 6 Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 Women Col 3 . All Employees Tous les salaries Men Col. 2 Y A Total Number Nombre total National (Canada) Col 1 7 Armour Transport Inc 8 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CÉSSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et techniciens i mpioyes du secteur des services Skilled crafts and trades workers travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Sales workers Imployes du secteur de la vente Other manual workers Autres travailleurs manuels Upper-level managers Codres superieurs Name of Business: Nom de l'entreprise: Liencal workers Employes de bureau ocetion-Endroit Luremenwomen Service workers Professionnels Professionals Surveillants 104 / Just (V-84)

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires 4

Employment and Immigration Canada

Employet Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Truck Transport Industria: Sector: Branche d'activité:

Designated CMA (specify) RMR designee (preciser)

Persons with Disabilities Personnes handicapées

Women

Total Number Nombre total

Women

Men Col 12

Col 13

Col. 11

Coi 10

Col 9

Col. 8

Col. 7

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* * 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter/ * * 1 represente les salaires du quart le plus eleve

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

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Foremen/women

1986) 188 JAN

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Supervisors

35000

4 6

- 54999

Professionals Professionnels

66675

Semi-professionals and Semi-professionnels et

technicians techniciens

Members of Visible Minorities Membres des minorités visibles

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- Men

- Total Number Nombre total

- Aboriginal Peoples Autochtones

Province | Territory (specify) New Brunswick

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National (Canada)

Armour Transport Inc

NOTE. See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise. Location-Endroit

- Women

Men Hommes Gol 6

Total Number Nombre total Col S

Women Col 4

Total Number Nombre fotal

Quart

Top and bottom of salary range Maximum et minimum de l'échelle de rémunestion

Occupational Groups Catégories professionnelles

Col 2

AND OVER

Upper-level managers Cadres supérieurs

70000

Col. 1

65+21-000009 40000

54999 24999

Middle or other managers Cadres intermediaires et

autres cadres

All Employees Tous les salariés Men Col 3

Occupational Groups	Top and bottom of salary range	:	1	All Employees Fous les salariés		P	Aboriginal Peoples Autochtones	190	Perso	Persons with Disabilities Personnes handicapées	hties	Membe	Members of Visible Minorities Wembres des minorites visibles	norities
Categories professionnelles		Quarte	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1		Col. 2	Col. 3	Col. 4	Col.S	Col. 6	Col 7	Col. 8	Col 9	Col 10	Col 11	Cot 12	Col 12
	75000	4	2		8									
Clerical workers	66712 -	m	7	٨	ď				,	,				
neanna an caloudura	15000	7	٣		m									
	- 17499	-	3		m									
	30000	4	,	,										
Sales workers Femiliade de secteure de la	- 34999	m												
vente	27500	2												
	. 29999	-	_	-										
	22500	7												
Service workers	66647 -	m												
services	17500	7												
	665mz -	-	,	`										
Skilled crafts and trades workers		4 W												
artisans		~												
	40000	4	7	7										
Semi-skilled manual workers	666#h-	٣	**	75										
specialisés	15000	~	29	20										
	6671 -	-	50	50										
	75000	4	7	7										
Other manual workers	5612-		۵	8					,	,				
Autres treventeurs menuels	00001	7	v	~						•				
	66421-	-	,	`										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	IF EMPLOYEES		202	185	8/	-	,		7	7				

E atta 3831 (S-84) P. 3

Form Part B. Page 1

68 61

Reporting Period: Periode de rapport

OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS À TEMPS PARTIEL* Truck Transport Inc Industrial Sector: Branche d'activité:

Armour Transport Inc

Location Endroit

NOTE See instructions

Name of Business Nom de l'entreprise

Designated CMA (specify) RMR designee (preciser)

Col 13

Col 12

Members of Visible Minorities Membres des minorites visibles Men Persons with Disabilities Personnes handicapées Aboriginal Peoples Autochtones Province Territory (specify) New Brunswick Ali Employees Tous les salariés \boxtimes National (Canada) Occupational Groups
Categories professionnelles

Total Number Nombre total Col 11 Women Col 10 Men Col 9 Total Number Nombre total Col 8 Women Col. 7 Men Gol 6 Total Number Nombre total Col S Women Col 4 Men Col 3 Total Number Nombre total Col 2 Quarter Top and bottom of salary range Maximum et minimum de l'échelle de remunération Col 1

Middle or other managers Cadres intermediaires et autres cadres

Professionals Professionnels

Upper-level managers Cadres superieurs

Semi-professionals and technicians Semi-professionnels et fechniciens

Use separate Parts for permanent full-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps plein et les salariés temporaires -

+ Oremen/women Contremaitres

Surveillants

3884. (9 843)

11.31

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter?
 1 represente les salaires du quart le moins élevé, 4 represente les salaires du quart le plus eleve

	Top and bottom of salary range		, L	All Employees Fousiles salaries		AF	Aboriginal Peoples Autochtones	ě	Perso	Persons with Disabilities Personnes handicapées	itues	Member	Members of Visible Minorities Membres des minorites visibles	orities
Occupational uroups Categories professionnelles	Maximum et minimum de l'échelle de	Quarte	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	6018	Col 9	Co: 10	Col. 11	Col 12	Col. 13
	17500	4	٨		7									
Clerical workers	65551-	m												
Employes de Dureau	7500	~	٦		٦									
	6656 -	,	7		7									
		4												
Sales workers		m												
venie		~												
		-												
Service workers		۰ م												
Employes du secteur des services		, ~												
		-												
Skilled crafts and trades		4												
Workers Travailleurs qualifide at		~												
artisans		~ -												
	15000	4	-	-										
Semi-skilled manual workers	- 27499	m	٦	7										
travailleurs manuels	7500	~												
	- +999	-	7	7										
	20000	4	,	,										
Other manual workers	66722-	m												
Autres travailleurs manuels	15000	7												
	- 17499	-	,	,										
TOTAL NUMBER OF EMPLOYEES	OF EMPLOYEES		•	1	,				******					

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• Trefers to the lowest salary quarter; 4 refers to the highest salary quarter.

Trepresente les salares du quart le moins eleve, 4 represente les salares du quart le plus eleve

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Employment and humgration Canada — Errotor et frimigration Cargo et r

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

3 Partie A

Lorm

Women

Men Col 11

1889

NOTE See instructions NOTA Voir instructions

Location Endroit

Members of Visible Minorities Membres des minorites visibles Total Number Nombre total Reporting Period.
Periode de rapport. Col 10 Women Col 9 Truck Transport Persons with Disabilities Personnes handicapees Men Cot 8 Industrial Sector Branche d'activité Total Number Nombre total Col 7 Province / Territoire (specify) New Brunswick Women Col 6 Aboriginal Peoples Autochtones Men Col. 5 Total Number Nombre total Col 4 × Women CO 3 A 4 7 7 All Employees Tous les salariés Men Col. 2 61 4 5 36 ` National (Canada) National (Canada) Total Number Nombre total 1 # Col. 1 23 4 Armour Transport Inc SALAHY RANGES ECHELLES DE REMUNERATION \$10,000 - \$14,999 Under Moins de \$10.000 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 Name of Business: Nom de l'entreprise

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\$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 \$35,000 - \$39,999 \$40,000 - \$49,999

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9 A Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

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TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES \$70,000 and over

1 hat | Jack (9-86)

\$50,000 - \$69,999

Canada

Employment and Immigration Canada Employeet Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL*

3 Part B

Form

Truck Transport Industrial Sector: Branche d'activite

1989

Reporting Period: Période de rapport:

Province I territory (specify) New Brunswick

×

National (Canada)

Armour Transport Inc

NOTE: See instructions NOTA: Voir instructions

Name of Business. Location-Endroit

Members of Visible Minorities
Membres des minorites visibles Men Hommes Col 11 Total Number Nombre total Col. 10 Women Col 9 Persons with Disabilities Personnes handicapees Men Hommes Col. B Total Number Mombre total Col 7 Women Col 6 Aboriginal Peoples Autochtones Men Hommes Col. 5 Total Number Nombre total Col 4 Women Col 3 All Employees Tous les salaries Men Col. 2 _ Total Number Nombre total Col 1 SALARY RANGES ECHELLES DE REMUNERATION Under Moins de \$2,500 \$2,500 - \$4,999 \$5,000 - \$7,499

Femmes Col 12 Women

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

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\$10,000 - \$12,499 \$12,500 - \$14,999 \$15,000.\$17,499 \$17,500 - \$19,999 \$20,000 - \$24,999 \$25,000 - \$29,999 \$30,000 - \$39,999 \$40,000 - \$49,999

87.500 - 89.999

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TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES 1945 (9-80)

\$50,000 and over

NOTE See instructions NOTA Voir instructions Name of Business. Nom de l'entreprise. In ation-Endroit

Employment and Inninigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

4 Part A

Form

6861 Reporting Period: Période de rapport Industrial Sector:
Branche d'activité:
Truck Transport Province / territoire (préciser) NEW Brunswick M National (Canada) National (Canada) 1110 Armour Transport

		All Employees Tous les salaries	,		Aboriginal Peoples Autochtones	52	Pers	Persons with Disabilities Personnes handicapees	ties	Memb	Members of Visible Minorities Membres des minorities visibles	orities
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Mommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col. 3	Col. 4	Col S	Gol 6	Col 7	Col 8	6 loo	Col. 10	Col. 11	Col. 12
Lipper-level managers Cadres supérieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals. Professionnels												
Nemi-professionals and technicians Semi-professionnels et techniciens												
Surverliants	_	-										
Furemen/Vontremaitres												
Chercal workers Employes de bureau	7		7									
Sales workers Employes du secteur de la vente	,											
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	41	11										
Other manual workers Autres travailleurs manuels	5	5										
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	76	71	7									
1991. (870 (4 80)	Use separate Part	ts for permanent	part-time and te	Use separate Parts for permanent part-time and temporary employees	8						\	

Use separate Parts for permanent part-time and temporary employees.

Utiliser les autres parties pour les salaires permanents à temps partiel et les salaires temporaires.

Canadä

Employment and lemnigration Canada Emplored Immigration Carrada

PERMANENT PART-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Partie B

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Form

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 1988 Total Number Nombre total Col 10 Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Truck Transport Men Cot 8 Total Number Nombre total Industrial Sector Col 7 Province / Territoire (preciser) New Brunswick Women Col 6 Aboriginal Peoples Autochtones Men Col S Total Number Nombre total Col 4 Women Col 3 4 Ø All Employees Tous les salariés Men 4 Col 2 National (Canada) Total Number Nombre total t 4 1 100 2 Armour Transport Inc TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles hemi-professionals and technicians Semi-professionnels et techniciens Service workers Employés du secteur des services Skilled crafts and trades workers fravailleurs qualifiés et artisans f mployés du secteur de la vente Semi-skilled manual workers Travailleurs manuels spécialisés Other manual workers Autres travailleurs manuels NOTA Voir instructions
NOTA Voir instructions
Name of Business
Nom de l'entreprise Upper-level managers Cadres superieurs Clerkal workers Employés de bureau Lorementwomen Lucation-Endroit Professionals Professionnels Sales workers Supervisors

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporaires

Employ et Immigration Canada Employment and Immgration Canada

AVANCEMENTS: SALARIES PERMANENTS À TEMPS PLEIN* PERMANENT FULL-TIME EMPLOYEES PROMOTED*

Industrial Sector

Transport Inc

NOTE. See instructions NOTA: Voir instructions

Nom de l'entreprise Name of Business Armour

5 Partie A Formulaire

Women Col 12

Members of Visible Minorities
Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle à laquelle ou a l'interieur de laquelle its ont eté promus en dernier) 8861 Men 00 11 Reporting Period: Période de rapport: Total Number Nombre total Col. 10 Women Col. 9 Persons with Disabilities Personnes handicapees Men Truck Transport Col. 8 Total Number Mombre total Col. 7 Province / Territoire (preciser) New Brunswick Women Col. 6 Aboriginal Peoples
Autochtones Men Col. 5 Total Number Nombre total Col 4 Women Col. 3 图 All Employees Tous les salaries Men Col 2 Total Number Nombre total National (Canada) Col. 1 Middle or other managers Cadres intermediaires et autres cadres Occupational Groups
Catégories professionnelles semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Travailleurs qualifies et artisans Upper-level managers Cadres superieurs Clerical workers Employes de bureau turemen/women Confrematires ocation-Endroit Professionals Professionnels Sales workers Supervisors

Canadä

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents a temps partiel et les salariés temporaires .

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N

m

TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIÉS PROMUS

Autres travailleurs manuels

Other manual workers

NOTE: See instructions NOTA: Voir instructions

Name of Business .

Employment and firmingration Canada Employed firmingration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Industrial Sector: Branche d'activite:

Form Formulaire 5 Partie 8

Women Col 12 Membres des minorités visibles Members of Visible Minorities Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promot fes salaries promoted a laquelle ou a l'interieur de laquelle ils ont eté promote an dernier. Men Col. 11 Reporting Period: Periode de rapport. Total Number Nombre total Col. 10 Women Col 9 Persons with Disabilities Personnes handicapees Men Truck Transport Col. 8 Total Number Nombre total Col. 7 Province Territory (specify) New Brunswick Women 9 100 Aboriginal Peoples Autochtones Men Col. S Total Number Nombre total Col. 4 Women NIL Col. 3 NIL Ø All Employees Tous les salaries Men Hommes NIC Nic Col. 2 Total Number Nombre total National (Canada) NIL NIL Col 1 Armour Transport Inc TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles NOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Skilled crafts and trades workers i mployes du secteur de la vente Employes du secteur des services I cavailleurs manuels specialises I ravailleurs qualifies et artisans Semi-skilled manual workers Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs + mployes de bureau I cremen/women incation-Endroit Clerkal workers Service workers Sales workers Professionals Professionnels Contremaitres Surveillants

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

C.21 (1988 (19 loc))

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 6 Partie A

Truck Transport Industrial Sector: Branche d'activité

Ø

National (Canada) National (Canada)

Armour Transport Inc

ucation-Endroit

NOTE See instructions

Name of Business.

Province / Territory (Specify) New Brunswick

1989

Reporting Period: Periode de rapport:

Women Col 12 Members of Visible Minorities
Membres des minorités visibles Men Hommes Col 11 Total Number Nombre total Col 10 Women Col 9 Persons with Disabilities Personnes handicapées Men Col 8 Total Number Nombre total Col. 7 Women 0 lo Aboriginal Peoples Autochtones Men Col S Total Number Nombre total Col 4 Women Col. 3 All Employees Tous les salaries Men Col 2 Total Number Nombre total Col Middle or other managers Cadies intermediaires et autres cadres Occupational Groups Categories professionnelles Upper-level managers Cadres superieurs

η 3

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels

7

Service workers Employes du secteur des services skilled crafts and trades workers fravailleurs qualifies et artisans

Imployes du secteur de la vente

Sales workers

clerkal workers Imployes de bureau

Lordremaitres

Surveillants

Semi-professionals and technicians Semi-professionnels et fechnicians

Professionals

75

TUTAL NUMBER OF EMPLOYEES TERMINATED NUMBER TOTAL DE CESSATIONS DE FONCTIONS

1 7419 18 /. (** Bec.)

Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Part B

9

Form

Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Col 11 3861 Total Number Nombre total Col 10 Reporting Period: Periode de rapport. Women Col 9 Persons with Disabilities Personnes handicapees Truck Transport Men Col. 8 Total Number Nombre total Industrial Sector: Branche d'activité Col 7 Province I Territory (specify) New Brunswick Women Col. 6 Abonginal Peoples Autochtones Men Hommes Col. S Total Number Mombre total Col. 4 Women Col 3 X All Employees Tous les salariés Men Hommes Col 2 National (Canada) Total Number Nombre total Col. 1 Armour Transport Inc Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles IUIAI NUMBER ON EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS Semi-professionals and technicians Semi-professionnels et technicians I mployes du secteur des services Skilled crafts and trades workers fravailleurs qualifies et artifans Sales workers Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels NOTE See instructions NOTA Voir instructions Hipper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business Nom de l'entreprise Furemenwomen ocation-Endroit Service workers Professionals Professionnels Surveillants

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salariés temporaires

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



ATLANTIC TOWING LTD.

2001

⁹ Minister of Supply and Services Canada 1990 ³ Ministre des Approvisionnements et Services Canada 1990

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Emplor et Immigration Canada

Employment and Immigration Canada

+

formulaire Form

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY

TELEPHONE NUMBER NUMBER . 2750 CORPORATE SCEAU DE LA . SOCIETE PROVINCES / ILMNITORIES PROVINCES ! IE WRITOINES SEAL 190 849 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIERE D'EMPLOI 190 ANEA CODE 0. NT - 1 W V N 8 -N -6 MAN -MAN 3-41-13-4 SASK SASK ALIA ALB NFTD-1-N INO: INO dut oc 3. N. S. N B. C. C.B YKN-YUL 506 E2L 4M3 (3) TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIES AU CANADA Saint John, N.B. DESIGNATED CM AL R M R DESIGNEES INAT INÉ VANCOUVER EDMONION COMMON OR BUSINESS NAME - NUM USUEL OU RAISON SOCIALE MONINEAL WINNIPEG ORONIO CALGARY HALIFAX REGINA (E) Personnel Manager EQUITE EN MATIERE D'EMPLOI. IDENTIFICATION DE L'EMPLOYEUR. SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE E. MacDonald P.O. Box 5777, Atlantic Towing Ltd EMPLOYEES LOCATED IN MAILING ADDRESS - ADMESSE POSTALE (INDICATE NUMBER OF GÉOGRAPHIQUES INDIQUER LE NOMBRE POSTION THEE FITH OU FONCTION GEOGRAPHICAL CHAQUE SECTEUR) DE SALARIES DANS EACH AREA) SECTEURS AREAS QUE LES RENSEGOR MENES FOURNIS DANS LES FORMULAIRES E A 6 DU PRÉSERE RAPPORT SONT AUTANT OUT IL SACRE, VRAIS ET EKACTS A TOUS ÉGANDS ×. NI DRMATION CONTAINED IN FORMS 110 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY ALSPICE, TO THE BEST OF MY KNOWLEDGE AND BELIEF © 0 0 0 SIGNATURE - SIGNATURE ATTESTE PAKLES PHESENTES AU NOM DE (Nom de l'employeur) EMPLOYEES NOMBHE DE SALANES TEMPORAINES NO OF EMPLOYEES NO OF EMPLOYEES NO OI EMPLOYLES NOMBRE DE SALANIES NO OF EMPLOYEES NUMBER OF TEMPOKARY HEREBY CERTIFY ON BEHALF OF (Name of employer) NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER. NOM DU PREMIER DIRIGIANT DE L'ENTREPRISE 300 Union Street, Saint John, N.B. 3 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE 2/90 PAHI-IIME EMPLOVEES
NOMBHE DE SALAHIES
PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT August Atlantic Towing Limited MacDonald Water Transport (3) FULL HEAL NAME NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ ? INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 3 -BRANCHE D'ACTIVITÉ 3 NDUSTRIAL SECTOR J. BRANCHE D'ACTIVITÉ K. Irving POSITION TITLE - TITRE OU FONCTION NOMBRE IN SALARIES PERMANENTS A TEMPS PLEIN NUMBER OF PERMANENT President FULL-TIME EMPLOYEES ь Ш 90 <u>~</u> I. (Name) JE, (Nom) Θ 0 6 9 3 3 3 (3) 3 3 NOM DE L'EMPLOYEUR NAME OF EMPLOYER CERTIFICATION ATTESTATION D'EXACTITUDE EMPLOYMENT CATEGORIES BRANCHE(S) CATEGORIES INDUSTRIAL FONCTION SECTOR(S) D'ACTIVITÉ ACCURACY POSITION SALARIES OFFICERS AGENTS ADDRE \$\$ STATUS ADKE SSE ЭO OF 24000× ALLMULAL-OZ -QWZL-L -02 NOZZK-KH 93 ***** MUZZEK -QUZH-4-UAH-ON JERH-H-UKH-OZ

NOTE: See instructions to complete all forms NOTA: Voir instructions pour remplir tous les formulaires



Employment and Employet Immgration Canada Immgration Canada

SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTRICATION OF ACCURACY EQUITÉ EN MATIÈRE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMARIE DU RAPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

		N MATHER D'EMPLOI	ANEA CODE TELEPHONE NUMBER AND REG NUMBERO DE TELEPHONE	PROVINCES	ONI OWE OF	ман-мам	nti tet	ALLA ALB MED-T 44 TRN-TAA	190	CORPONATE	SCEAU DE LA SOCIÉTÉ
JAMSON SOCIALE	P.O. BOX 5777, SAINT JOHN, N.B. E2L 4M3	паме со соткей путомиве соетим сомин едсигу мом се елеснети роскиме се езсиге емматем deum со $\overline{\mathbb{O}}$ — R , E . Ma CDONALD		(1) DESIGNATED CM AL RM R DESIGNEES (B)	CALGARY		MONIRAL	TORONTO	(3) TOTAL EMPLOYEES W CARADA NOMESTER TOTAL OF SALARES ALL CARADA ALL CARADA	ATLANTIC TOWING LIMITED	
COMMON ON BUSINESS NAME - NOM USUEL OU RAISON SOCIALE	MARLING ADDRESS - ADRESS POSTALE	MAME OF CHIKER RESPONSIBLE FOR EMPLOYME	POSITION TITLE - TITLE OUTOMCTION O PERSONNEL MANAGER		GEOGRAPHICAL AREAS	EACH AREA)		SECTEURS GÉOGRAPHIQUES (MDIQUER LE NOMBRE	DE SALARIÉS DANS CHAQUE SECTEUR)	of employes) ATLANT 1C TO	CACTS A TOUS EGAIDS
	N.B.	EN IREPUSSE		NO OF EMPLOYEES NOMBRE DE SALARIÉS	NO OF EMPLOYEES NOMENC DE SALANES	NO OF EMPOYEES NOMBRE DE SALABLES	NO OF EMPLOYEES NOMBRE DE SALARIÉS	(6) NUMBER OF TEMPORARY ELMP OVERS NOMBRE OF SELANES TEMPORARES		O.T. 1111.1. ATI	IN (WOM) A (WOM) OUT LES REFERENCES AU MONE DE TOMMUNAMES EA & DU PRÉSENT RAPPORT SONT AUTANT OUE NE SACHE, MANS ET EXACTS A TOUS ÉCARDS ON LE DATE. DATE
NG LIMITED	ADDRESS OF PRINCERA PLACE OF BUSINESS. DATE SER S'ATTÔMES MATIONALE PRINCERALE 300 UNION STREET, SAINT JOHN, N.	nami of chief executive difference lampoter. Now ou premier directant de l'entreprise.		ant r DT	416.2	6 310		HUMBER OF PERMANGHT PART-TIME EMPLOYEES POSTAGES PERMANGHTS A TEMPS PARTIES			May 31, 1990
FULL LEGAL HAME - NOM LEGAL AU COMPLET O ATLANTIC TOWING LIMITED	ADDRESS OF PRINCIPAL PLACE OF BUSINES	MAME OF CHIEF EXECUTIVE OFFICEN OF EN	© PRESIDENT	(0) MATED TDANSOON		INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVILE 3	INDUSTRIAL SECTION 4 - MAANCHE D'ACTIVITÉ 4	(1) HUMBER OF FRANKEN FULL-TIME EMPLOYEES FOOMBRE OF SALAMES FOR THE FORES FORES FOR THE FORES FOR THE FORES FOR THE FORES FOR THE FORES FOR T	190	1. (Name) G.T. II	N. (NOM) OUT LES RENSEIGNEMENTS FOUNMES DAN OUT LES RENSEIGNEMENTS FOUNMES DAN
NAME OF EMPLOYER NOW DE L'EMPLOYEUR	ADONESS ADMESSE	OFFICERS	POSITION		INDUSTRIAL SECTOR(S)	BRANCHE(S)		EMPLOYMENT STATUS CATEGORIES	CATEGORIES DE SALARIÉS	CERTIFICATION OF ACCURACY	ATTESTATION D'EXACTITUDE
	2 h - u	-	0Z	1	m m m o z z 4	- 84	- va	\$\$4&>	× -	4	-402

OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES* CATÉGORIES PROFESSIONNELLES : SALARIÉS PERMANENTS À TEMPS PLEIN*

Page 1

Part A. Formulaire 2

NOTE: See instructions NOTA: Voir instructions				CATEG	CATÉGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN"	SSIONNELLE	S: SALARIES	PERMANEN	IS A TEMPS	PLEIN"		For	Formulaire P.	Partie A, Page
Name of Business: Nom de l'entreprise: AE	Atlantic Towing	ing]	Ltd.			Industrial Sector: Branche d'activite:		Water Transport	port			Reporting Period: Periode de rapport:	od: 19 89	
Location-Endroit	National (Canada)	tional (Ca	anada)	E Province / I	Province / Territory (specify) Province / territoire (preciser)		New Brunswick			Designated CMA (specify) RMR designee (préciser)	(specify)			
	Top and bottom			All Employees Tous les salaries		đ	Abouginal Peoples Autochtones	8	Person Person	Persons with Disabilities Personnes handicapees	ities	Membe	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Categories professionnelles	of salary range Maximum et minimum de l'echelle de remuneration	Quarter Quart	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Wamen
	Col 1		Col 2	Col. 3	Col 4	Col. 5	Gol 6	Col 7	Col 8	6 10)	Col 10	(ol 11	Col 12	Col 13
Upper-level managers . Cadres supérieurs		4 E 2 -												
Middle or other managers Cadres intermediaires et autres cadres	65,000 69,999 35,000 39,999	4: m 2 -	1 2 3	1 2 2 2										
Professionals Professionnels		4 m % -												
Semi-professionals and technicians Semi-professionnels et techniciens		4. W ~ =												
Supervisors Surveillants	30,000 34,999 25,000 27,499	8 m 2 =		1	T									
Foremen/women Contremaitres	42,899 35,000 39,999	4 K ~ -	1 1 2	1 1 2										

Use separate Parts for permanent part-time and temporary employees
 Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

1 PAP 38/1 (/ 8c)

^{# 1} refers to the lowest salary quarter; 4 refers to the highest salary quarter/ 1 represente les salaires du quart le moins eleve; 4 represente les salaires du quart le plus eleve



Form 2 Part A Page 2

NOTE: See instructions NOTA: Voir instructions												# Porm	Formulaire Fa	Mooning.
	Top and			All Employees Tous les salarres		4	Abonginal Peoples Autochtones	sa	Pers	Persons with Disabilities Personnes handicapees	rities	Membre	Members des minorites visibles	visibles
Occupational Groups Categories professionnelles	of salary range Maximum et minimum de l'echelle de	guarter Quarter	Total Number Nombre	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clencal workers Employes de bureau	30,000 34,999 15,288	1 2 3 4	1 1 4		1 4									
Sales workers Employes du secteur de la vente		4 E C -												
Service workers Employes du secteur des services	20 000 22,499 12,500 14,999	4 W 2 -	-	-										
Skilled cratts and trades workers Travailleurs qualifies et artisans	50 000 54, 999 22, 500	4: m ~ -	10 14 37 25	10 14 37 25								1	-	
Semi-skilled manual workers Travailleurs manuels specialises	30,000 34,999 12,500 14,999	4 m ~ -	6 5.7 6	6 9 57 6		1	-					2	2	
Other manual workers Autres travailleurs manuels	17 500 19 999	3 4	-	_										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	EMPLOYEES		190	190 183 7 1 1	7	-	-1					3	3	

1 refers to the lowest salary quarter, 4 refers to the highest salary quarter? I represente les salarres du quart le moins eleve, 4 represente les salarres du quart le plus eleve.

NOTE. See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise

Location-Endroit

Employ et Immigration Canada Employment and Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Formulaire 3 Partie A

Women Col 12 Members of Visible Minorities Membres des minorites visibles Men Col 11 7 1989 Total Number Nombre total Reporting Period: Periode de rapport: Col 10 WATER TRANSPORT 7 Women Col 9 Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector: Branche d'activite Total Number Nombre total Col 7 New Brunswick Women Col 6 Aboriginal Peoples Autochtones Men Province / Territory (specify) Province / territoire (preciser) Col 5 Total Number Nombre total Col 4 Ø Women ATLANTIC TOWING LIMITED Col 3 4 All Employees Tous les salaries Men Col 2 18 42 12 91 44 14 9 2 National (Canada) Total Number Nombre total Col 1 18 45 12 42 12 14 9 4 S K \$70,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$25,000 - \$27,499 \$35,000 - \$39,999 \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$27,500 - \$29,999 \$30,000 - \$34,999 \$40,000 - \$49,999 666 69\$ - 000 05\$ Under \$10,000

LMF 1848 (9 86)

TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

183

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Form formulaire 4 Partie A

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PLEIN*

NOTE See instructions			REC	RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*	LARIÉS PERA	MANENTS À TI	MPS PLEIN*				formulane	4 Partie A
Name of Business: Nom de l'entreprise	ATLANTIC 1	TOWING LIMITED	AITED			Bra	Industrial Sector: Branche d'activité.	WATER	WATER TRANSPORT			
Location Endroit	National (Canada) National (Canada)		Provinc	Province / Territory (specify) Province / territoire (preciser)		New Brunswick			Reporting Period Période de rapport	1989 por		
		All Employees Tous les salaries		d	Aboriginal Peoples Autochtones	SS	Pers	Persons with Disabilities Personnes handicapées	es Si	Membe	Members of Visible Minorities Membres des minorites visibles	nties
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Gol 6	Col 7	(OI 8	6 lo)	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres	1	1										
Professionals Professionnels												
semi-professionals and technicians Semi-professionnels et techniciens												
Surveillants												
toremen/women Confrematives												
Clerical workers Employes de bureau	2		2									
Sales workers Employés du secteur de la vente	-											
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans	23	23										
Semi-skilled manual workers Travailleurs manuels specialises	51	51										
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	77	75	2									

1 NSP 3870 (9 8b)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

NOTE. See instructions NOTA. Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIES PERMANENTS À TEMPS PLEIN*

Form formulaire 5 Partie A

Nom de l'entreprise A	ATLANTIC TOW	TOWING LIMITED	ED			Bra	Industrial Sector: Branche d'activite:	WATE	WATER TRANSPORT	RT		
Location-Endroif	National (Canada) National (Canada)		Province / Province /	Province / Territory (specify) Province / territoire (preciser)		New Brunswick				Reporting Period: Période de rapport:	1989	
	Salarië	Employees pro s promus (les sala	moted (Employe	es promoted durin urs de l'annee don	ig the year are to vent etre inscrits s	be reported only eulement dans la	in the occupational categorie profession	groups to which onnelle a laquelle	or within which i	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) salaries promus (les salaries promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'interieur de laquelle ils ont eté promus en dernier)	promoted) e promus en der	nier)
Occupational Groups Categories professionnelles		All Employees Tous les salariés		,	Abonginal Peoples Autochtones	5	Pers	Persons with Disabilities Personnes handicapees	es	Membe	Members of Visible Minorities Membres des minorités visibles	ontres usables
	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women
	Col. 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
semi-professionals and technicians semi-professionnels et techniciens												
Supervisors Surveillants										,		
Foremenwomen												
Clerical workers Employes de bureau												
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans	3	3										
Semi-skilled manual workers Travailleurs manuels specialises												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	D 3	m										
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	3	3										

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

NOTE. See instructions NOTA Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 6 Partie A

1989 Reporting Period: Période de rapport: WATER TRANSPORT Industrial Sector: Branche d'activité. Province / Territoire (preciser)
Province / territoire (preciser) ATLANTIC TOWING LIMITED National (Canada) \boxtimes Name of Business: Nom de l'entreprise. Location-Endroit

		All Employees Tous les salariés			Aboriginal Peoples Autochtones	2	Pers	Persons with Disabilities Personnes handicapees	es	Memb	Members of Visible Minorities Membres des minorités visibles	orities visibles
Occupation al Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col 8	Col 9	Col 10	Col 11	Col 12
Upper level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres	1	I										
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
Luremen/women Confrematires	2	2										
Clerical workers timployes de bureau	1		1									
Sales workers timployes du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans	42	42										
Semi-skilled manual workers Travailleurs manuels specialises	83	83										
Other manual workers Autres travailleurs manuels	2	2										
TOTAL NUMBER OF EMPLOYEES TERMINATED NOMBRE TOTAL DE CESSATIONS DE FONCTIONS	131	130	1									

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires





EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



DAY & ROSS INC.

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Supply and Services Canada Approvisionnements et Services Canada Ottawa, Canada K1A 0S9 Ottawa (Canada) K1A 0S9

1		Į.	FULL LEGAL NA	ME		COMMON OR BU	SINESS NAME			**********
' '		NAME OF EMPLOYER	•			1				
1 8		 	DAY & ROSS IN	C.	*************	DAY & ROSS I	NC.			
i		1	ADDRESS OF PR	INCIPAL PLACE O	F BUSINESS	MAILING ADOR	ESS		**********	
. 1		ADDRESS	1 PO BOX 540			1 PO 80X 540				
į F			HARTLAND, NB			HARTLAND, NB	EOJ 1NO			
I								• • • • • • • • • • • • • • • • • • • •	•••••	•••••
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i T			FRANK DALLISO	N		TON HUISE				
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	- 1	CATEGORIES	1322	392		1	TOTAL EMPLO	YEES IN C	ANADA	1744
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N			DATE July	9,1990		SIGNATURE _	Thoma	s Wi	une	

1	NAME OF EMPLOYER	FULL LEGAL NAM	4E .		COMMON OR BUS	INESS NAME	• • • • • • • •	••••••	
0	 	DAY & ROSS IN	c.		SAME AS ABOVE				
N T	! 	ADDRESS OF PR	INCIPAL PLACE OF	BUSINESS	MAILING ADORE	ss			
I F	ADORESS	PO BOX 540			PO BOX 540 HARTLAND, NB	EOJ 1NO			
C	OFFICERS	MAME OF CHIEF	EXECUTIVE OFFIC	ER OF EMPLOYER	NAME OF OFFIC	ER RESPONSIBI	LE FOR EH	PLOYMENT EQU	ITY
T		FRANK DALLISON	1		TON HUISE				
0	POSITION	POSITION TITLE	E		POSITION TITL	E	ARE	A CODE TELE	PHONE NUMBE
	1	CHIEF EXECUTIV	VE OFFICER		PERSONNEL OFF	ICER	i	506 37	5 - 4401
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	STATUS	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	EMPLOYEES			••••••		1
	CATEGORIES	1324	391	5	 	TOTAL EMPLO	DYEES IN	CAHADA	1745
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EMPLOYMENT EQUITY PROGRAM

DAY& ROSS INC.

EXECUTIVE OVERVIEW REPORTING YEAR 1989

Our organization has not made the gains we had hoped for during the past year. As a result, we will be examining our strategy for the years 1990 and 1991. Issues we will be addressing include:

Self-identification - During the past year, it appears the self-identification process, as an information source, has not worked as well as intended. Relatively little selfidentification has taken place. This is probably due to a lack of understanding on the part of the newly hired employee as to the use being made of the information. This problem will be addressed in order to ensure our employees are properly informed and thus allowing us to more accurately capture our data.

We also plan to conduct a new "census" to ensure that an accurate picture of our staffing situation exists. Our previous census only obtained a response rate of 52%.

2) Recruiting - During the year, we have encouraged our field staff to actively seek out individuals who are in the designated groups when it comes to employment opportunities. This approach does not appear to have brought us the intended results. Therefore, during the upcoming year, we will be coming more "pro-active" in our recruiting by actively involving our Head Office Personnel Department in the hiring process.

In conjunction, we will also be stepping up our educational program for our management / supervisory group.

3) Accessibility - Changes to incorporate the element of accessibility for the disabled are now being incorporated into existing or new building designs. Plans for a new facility that was to open during the past year were modified to include wheelchair accessible entrances and washrooms. This building was successfully opened in March 1990.

4) Economic Climate - During the past year, the economic climate in which the transportation industry operates has been less than prosperous. As a result, staffing opportunities, primarily for upward mobility within the organization, have been very restricted.

In addition, the organization is currently going through a down sizing program which regretfully, will impact on our program during 1990.

Economic situations have also restricted our ability to apply more resources to the Employment Equity program. Currently, one employee works on all aspects of the program. And, due to a resignation, this position was vacant for a number of months during 1989.

Computerized Reporting - Our 1989 report was produced using the "Employment Equity Computerized Reporting System". This system provides us for the first time with an effective tool for recording and managing our program. A significant amount of time was invested to populate our employee database, resulting in an accurate report for 1989. Procedures have been incorporated to ensure our database is consistently updated in order to provide accuracy in all future reports.

In conclusion, the organization will be reassessing its staffing goals under the Employment Equity program and despite the perceived roadblocks, will be becoming more aggressive and pro-active in the upcoming year in taking steps to improve the status of the designated groups.

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2

Part A

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Page 1

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989 X National (Canada) Province/Territory Location: Designated CNA 1.1 Persons with Members of OCCUPATIONAL | Top and |Q| All Employees Aboriginal Peoples | Disabilities | Visible Minorities |salary range|A| Total | | GROUPS ! Total | | Total | | Total | R Number | Men | Women | Number | Men | Women | Number | Men | Women | Women | Mumber | Men | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 70000 [4] 1.1 | Upper-level and over [3] 1 1 1 1 Ł 1 1 managers 40000 121 9 1 9 1 44999 111 9 1 9 | 1 1 1 1 1 | 1 deli 60000 141 3 1 Middle or other 64999 131 18 1 16 1 1 20000 Benegers 45 1 121 1 1 22400 23 | 111 38 | 15 I 1 | 1 1=1-55000 141 2 1 Professionals 59999 131 2 | 1.1 1.1 1 - 1 20000 121 7 1 5 1 2 1 22499 9 1 111 5 1 4 | -1 -1 1 1 1 [|=|= ---30000 141 Semi-professionals 34999 131

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Name of Business: 002004 DAY & ROSS INC. |Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIEReporting Period: 1989 X National (Canada) Province/Territory Location: Designated CHA Persons with OCCUPATIONAL Members of Top and |Q| All Employees | Aboriginal Peoples | Disabilities Visible Minorities | bottom of |U|-----GROUPS | Total | |salary range|A| Total | Total | Total | R Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Cot 1 | | Cot 2 | Cot 3 | Cot 4 | Cot 5 | Cot 6 | Cot 7 | Cot 8 | Cot 9 | Cot 10 | Cot 11 | Cot 12 | Cot 13 30000 141 Clerical workers 34999 131 6 1 8 | 2 1 2 | 12500 121 97 | 15 | 82 | 1 1 3 1 2 | 1 1 6 1 14999 148 | 111 13 [135 | 2 | 1 | 1 | 1 | * | * | ********* 40000 141 44999 131 30 | 23 | 71 20000 121 24 | 18 | 6 1 1 [22499 11 | 111 10 | 1 / 1 | 1 1 1 1 ----THE RESERVE 141 | Service workers 131 121 111 = | = | === 141 -----Skilled crafts and 131 trades workers 121 111 *** * ****** 35000 [4] 127 119 | 8 1 | Semi-skilled 39999 246 | 242 1 4 1 I manual workers 10000 121 46 | 45 1 1 1 12499 111 109 | 81 | 28 | 1 | 1 | ----27500 141 2 1 1 1 Other manual 29999 131 110 | 2 1 2 1 1 | 7500 121 8 | 6 | 9999 111 1] 1 1 1 1 1 1 | TOTAL NUMBER OF EMPLOYEES | 1322 | 971 | 351 | 3 | 1 | 2 | 16 | 14 | 2 | 19 | 12 |

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part 8 Page 1

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989 -X National (Canada) Province/Territory Designated CMA 11 - 1 Persons with OCCUPATIONAL. Top and Q All Employees | Aboriginal Peoples | Disabilities | Visible Minorities |salary range|A| Total | | Total | | Total | GROUPS | Total | R Number Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women [Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 | Upper-level 131 managers 121 111 -1 - 1 -1 -1 *************************** 141 Middle or other 131 1 121 111 1 -1 ************ Professionals 131 121 111 1 1 0 141 Semi-professionals 2499 1 121 1 111 -1 1 1 1 -1 1 141 Supervisors 131 121 111 - 1 -1 12500 |4| 1 1 1.1 Foremen/women 14999 131 - 1 0 |2| 0 [1] 1

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TOTAL NUMBER OF EMPL	LOYEES	i	392	278					1	1		14	9	****

Name of Business:	00200	4 DAY & RO	DSS INC.				Industr	ial Sector	: 456	TRUCK TRANS	SPORT INDU	STRIES
Location:	х	National	(Canada)	Province	e/Territor	y (speci	fy)			Report	ting Perio	d: 1989
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Location:	Х	National	(Canada)	Provin	ce/Territ	ory (speci	fy)	••••••	••••••	Repo	rting Peri	od: 19
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RANGES	Total		Women			 Women				 Total		Vomen
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\$7,500-\$9,999	148	87	61	0	• • • • • • • • • • • • • • • • • • • •						0 1	0
\$10,000-\$12,499	170	129		• • • • • • • • • • • • • • • • • • • •				1	0	4	2	2
\$12,500-\$14,999		• • • • • • • • • • • • • • • • • • • •	•••••••	1		0	0	0	0	5	2	3
****************		53	5	0	0	0	0	0	0	5	5	0
\$15,000-\$17,499		5	0	0 [0	0	0	0	0	0	0	0
\$17,500-\$19,999	0	0	0	0	0	0	0	0	0	0	0	o
\$20,000-\$24,999	0	0 [0	0	0	0	0	0	0 [0	0	
25,000-\$29,999	1	1	0	0	0	0	0	0	••••••			
30,000-\$39,999	0	0	0	0 1	0			•	0	0	0	0
40,000-\$49,999	0	0	0	••••••		0	0	0	0	0	0	0
> \$50,000			•••••••	0 1	0	0	0	0	0	0	0	0
**********		0	0	0	0	0	0	0	0 [0	0	0
OTAL NUMBER OF	395	278	114	1	1	0	1	1	0	14	9	5

PERMANENT FULL-TIME EMPLOYEES HIRED Form 4 Part A Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDU X National (Canada) Province/Territory (specify) | Reporting Period: 1989 Persons with Hembers of OCCUPATIONAL All Employees | Aboriginal Peoples 1 Disabilities Visible Minorities GROUPS | Total | Total | | Total | | | Total | | | Number | Men | Women | Number | Men | Women | Number | Men | Women | Wumber | Men | Women Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 JUpper-Level 0 | 0 1 0 1 0 1 0 1 0 | 0 1 -1 -1 - 1 -1 -1 1 1 -1 Middle or other 1 1 0 | 0 | 0 1 managers 1 - 1 -1 - 1 -1 -1 -1 -1 -1 - 1 1 |Professionals 2 | 2 1 0 1 0 | 0 1 0 1 0 1 0 1 0 1 O -1 -1 1 - 1 1 -1 -1 -1 - 1 0 | |Semi-professionals | 1 | 1 | 0 | 0 1 0 | 0 | 0 | 0 1 0 land technicians - 1 - 1 - 1 --1 -1 - 1 -1 -1 --1 1 Supervisors 2 1 2 | 0 | 0 1 0 1 0 | 0 1 0 1 0 | 0 | 0 | -1 -- 1 -1 -1 -1 -1 6 1 6 1 0 1 0 | 0 1 0 1 ۵ -1 -1 !Clerical workers 90 | 1 [0 | 1 | 0 1 0 1 0 | 11 | -1 -- 1 - 1 -1 -1 --Isales workers 32 | 10 | 1 | 0 | 0 | 0 1 0 1 0 1 -1 -1 -1 --1 -1 - 1 1 1 0 | 0 1 0.1 0 1 0 1 0 | - 1 - 1 - 1 -1 -1 -1 - 1 1 - 1 |Skilled crafts and | 0 1 0 | 0 1 0 1 0 1 0 1 0 1 0 | trades workers -1 1 1 -1 -- 1 1 |Semi-skilled 125 | 19 | 0 | 0 | 0 | 0 | 1.1 1 1 0 |manual workers - 1 -4 - 1 -1 1 --1 -1 Other manual 0 1 104 101 3 1 0 | 0 | 2 | 2 | 4 1 0 | 1 --1 1 TOTAL NUMBER OF 394 279 | 115] 2 | 0 | 2 | 2 1 . 8 | EMPLOYEES HIRED - 1 -1 - 1

Name of Business:	00200	DAY & R	OSS INC.				Industr	ial Secto	: 456	TRUCK TRAI	NSPORT IND	U
Location:	X Na	tional (C	eneda) (Province/1	Territory	(specify				Reportir		
OCCUPATIONAL	 ALI	Employee	es	Aborig	inal Peo	ples	•	rsons with			embers of e Minorit	ies
GROUPS	Total Number		Women	Total Number	 Hen	 Women	Total Number	 Hen	 Women	Total Number		 Womer
************	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col.
Jpper-level Managers	1 0	0	0	0		1 0		0	0	0	********	
liddle or other managers	0				0 		0 	[0		l 0	0	
rofessionals	0	:	:	-		0 		1 0	0	0	0	
emi-professionals nd technicians	0	0	0	, ,		0 	0		0	0		•••••
upervisors	0	- 1			0		0		0	0		•••••
premen/women	0	0			0	0		0	0	0	0	
lerical workers	105	8		1	0	1		0	0	7	1 !	
les workers	0	0	0	0	0		0		0]	0	0	(
rvice workers	0	0	0	0	0	<u>'</u> 0	0	0	0	0	0	0
illed crafts and ades workers	0	0	0	0	0	0	0	0	0	0	0	0
mi-skilled nual workers	39	37	2	0	0	0	0	0	0	0	0	0
ner menual rkers	270 	264	6	2	2	0		0	0	12	12	0
OTAL NUMBER OF	414	309	105	3	5	1	0	0) 	19 j	 ========== 13	6

PERMANENT FULL-TIME EMPLOYEES PROMOTED Form 5 Part A

Location:	X Nat	ional (Ca	nada) P	rovince/T	erritory	(specify)			1	Reporting	Period:	1989
	Employ	ees promo	ted (Empl	oyees pro hich or w	moted dur	ing the year	ear are to	o be repo last prom	rted only	in the oc	cupation	al group
OCCUPATIONAL) A	ll Employ	ees	 Abo	riginal Po	eoples		ersons wi Disabilit		•	embers o	
	Total Number	 Hen		Total Number	Hen	•	Total Number	 Hen		Total Number	Hen	 Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Cot. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level managers	3	:	0 		0						0	
Middle or other managers	18	15] 3 	0 	0	0	0	0	0	0	0	0
Professionals	2		j 0		0 						0	0
Semi-professionals and technicians	0		j 0	0 	i 0	- 1				- 1	0	0
Supervisors	4	:	3		0			'	,		0	
Foremen/women	32	[30 [2		0	0					1	0
Clerical workers	20	1 		1	0 	1	0	0	0		0	1
Sales workers	8	4		0	0	0		1		0	0	0
Service workers	0	0			•	0		0	0	0	0	0
Skilled crafts and trades workers	0					0 		0	0	0	0	0
Gemi-skilled Manual workers	22	21 	1			0	0	0	0 (0 [0	0
Other manual	2		i i	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	111		32	1		1	1	1	0	2	1	1
TOTAL NUMBER OF PROMOTIONS	111	j 79	32	1	0	1	1	1	0	2	1	1

Name of Business:			ROSS INC.						or: 454	TRUCK TRAN		
Location:		tional (Province/	Territory	/ (specify				••••••		
	1 Emple									Reportin		
i		yees pro	co (o	which or	omoted du within wh	ring the	year are have been	to be rep last pro	orted onl moted)	y in the o	ccupation	nal group
OCCUPATIONAL		Ail Empio	yees	 Ab	original	Peoples		Persons w Disabili			dembers o	,,
GROUPS	Total Number	•	Nomen	Total			Total	 I	1	Total		rities
	 Col. 1						Number			Number		Women
************************************				1 COL. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Upper-level managers	0	0	1 0	•		1 0	1 0	1 0		1 01	0	0
Middle or other managers	0 	0 	1 0								0	0
Professionals	1 0				i o				1 0		0	0
Semi-professionals and technicians	0			0					0	0	0	
Supervisors	0		1 0	0		0	0	0	0	0	0	0
Foremen/women	1		0	- 1	0	0	0	0	0	0	0	0
Clerical workers	0	. 0	. ,	0	<u>'</u> 0	0	0	0	0	0	0	0
Sales workers	0	0	0 [0	0	0	0	0	0	0	0	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0	0	0	0 1	0
Semi-skilled	3	3	0	0	0	0	0	0	0	0	0	0
Other manual	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	4	4	0	0	0	0	0	 0	0	0	0	0
OTAL NUMBER OF PROMOTIONS	4	4 1	0	0	· · · · · · · · · · · · · · · · · · ·	I	· · · · · · · · · · · · · · · · · · ·	1	1	i	i	
CONDITIONS	- 1	1	i	i	i	1	0	0 1	0 1	0	0	U

								al Sector		RUCK TRANS		, , , , , , , , , , , , , , , , , , ,
Location:	X Nat	ional (Ca	nada) P	rovince/T	erritory	(specify)			ı	Reporting	Period:	1989
OCCUPATIONAL	 All	Employee	s	Aborig	inal Peop	les	•	sons with abilities		Men	mbers of Hinorit	ies
	Total Number	•	•	Total Number		•	Total Number			Total Number		Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level Managers) 2 	2	0 	0	0	0		0	0	:	0	0
Middle or other Managers	13 	12 	1							:	0	0
Professionals	1 											
Semi-professionals and technicians		1 	:					,				0
Supervisors	4				0					0		[C
oremen/women	6		:						0		0	C
Clerical workers	90	9 	81	0	0		2	0	2	9	2	7
Sales workers	35	•	12 	0	0	, 0	0	0	0	1	1	0
Service workers	0	•				0	0			-	0	0
ikilled crafts and crades workers	0				0	0	0		0		0	0
emi-skilled manual workers	76	:	:	0	0	0	0	0	0		1	0
orkers	63	1	0 	0 	0	0	0	0	0	3	3	(
TOTAL NUMBER OF EMPLOYEES TERMINATED	291	185	106	0	0	0	3	1	2	14	7	7

Name of Business:	00200	6 DAY & RE			• • • • • • • • • • • • • • • • • • • •	EMPLOYEE	••••••			orm 6	Part B	
Location:								ial Sector		TRUCK TRAI	SPORT IN	DUSTRIE
****************	A 740	tional (Ca	anada) (Province/	Territory	(specify) ·	••••••		Reportin	ng Period:	: 1989
OCCUPATIONAL	ALI	Employee	rs	Aborig	inal Peop	oles	•	rsons with sabilities			embers of	ies
GROUPS	Total Number	Men	Women	Total Number	 Hen	 Women	Total Number	•	 Women	Total		Womer
	Cot. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8				
Upper-level Managers	0	1 0	1 0	1 0	1 0	1 0		0	0	0	0	*****
fiddle or other Managers	0		i o			0			0		••••••	
Professionals	0			,		0			0		0	·
emi-professionals nd technicians	0		,		0		_	0	0	0	0	,
upervisors	0	- 1	0	0	0		0	0	0	0	0	•
oremen/women	0	0	0	0	0	0	0		0	0	0	
lerical workers	67 	5	62	1	0	1	0		0	3	0	
ales workers	0	0	0	0	0	1 0	0	0	<u>'</u> 0 1	0	0	
ervice workers	0	0	0	0	0	0	0	0	0	اِ ۰۰۰۰۰۰	0	0
illed crafts and ades workers	0	0	0	0 [0	0	0	0	0	0	0	0
mi-skilled nual workers	36	36	0	0	0	0	0	0	0	0	0	0
her menual rkers	209	205	4	3	3	0	1	1	0	10	10	0
OTAL NUMBER OF	312 	246	66	4	3	1	1	1	0	13	10	3

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 002004 DAY & ROSS INC. |Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE|Reporting Period: 1989 Location: National (Canada) X Province/Territory 12 NOVA SCOTIA Designated CMA |-----

OCCUPATIONAL	Top and	10	ALL	Employe	es	Abor	iginal P	eoples		ersons w isabilit		•	e Minor	
	bottom of	U												
GROUPS	salary range	e[A]	Total	1		Total	1	1	Total		I	Total		i
	1	R	Number	Men	Vomen	Number	Hen	Women	Number	Hen	Women	Number	Hen	Women
	1	- 1			3		3	4			8	3 1		
	Col 1	11	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 1
**************	1 70000		*******		*******	*******	*******	******	********				*******	
Upper-level	and over	141		1										
managers	l 0	121						1						<u> </u>
mai rayer s	1 0	111												
**************							1		l		1	 		1
	1 45000	141	4 1				1	1			1			1
Middle or other	49999	131	4 1	4				1	1		1			l.
managers	20000	121	2 1	2				1			1			1
•	22499	111	7	5	2			1			1			1
************		=	******						******				*******	; =======
	22500	141	1	1			1	1			1			1
Professionals	24999	131						1						1
	0	121						1				1		
	0	[1]	1			_		ı			l			
************	***********	[=]	*******	****	*****	******	-			******			*****	:=====
	1	141												
Semi-professionals	1	131						1						
and technicians	1	121												
	1	[1]	- 1					1	1 1		1	1		
				******		*******		*******	*******			*******	*******	
	22500	141	1_		1									
Supervisors	24999	131												
	17500	121	1		1									
	19999	1	1		1									
***************	27500	(= : 4	1			*******	*****		*******	*******	*******	*******	222222	
Foremen/women	29999	131												
TOT CHETY HUMBET	22500	121	4 1	4				1						
	24999	111	4 1					1						
	1 24777	111	* 1	4		1								

				1				THOUR IN	MASPORT I	INDUSTRI	¢Keportir 	ng Period:	1989
Location:	National (Canad	а) Х г	rovince	/Territo	ry 12 k	OVA SCO	TIA	• • • • • • • • • • • • • • • • • • • •	Designa	ated CNA		
											•••••		
OCCUPATIONAL	Top and		ALL	Employe	es	Abor	iginal :	Peoples	1 0	ersons w		Me	mbers of
GROUPS	salary ra	nge A	Total	1	1	Total							
ı		IR!	Number	l Hen	1 Uoman	I Namber		Women				Total Number	Hen I Uni
***************	Col 1	ii	Col 2	Col 3	Col 4	Col 5	Col 6	 Col 7	 Col 8	Col 9	 Col 10		
	22500	[4]	1		 		******			*****	******		
Clerical workers	24999	131	6		1 6	1		1 1					1
	12500	121	8		8								
**************	14999	1 == a :	11		11			1				1	1
1	40000	141	1 1	1		********	*****	********	********	*******	******	********	********
Sales workers	44999	131	11	1		1							
	22500	121	11	1									
**************	24999	1 == = =	4	2	2	1			I				-
Samilar	1	141					-		*********	-	*******	********	
Service workers		131											
		121											
****************	**********	= = =	*******	-		-		*********	1	- 1	1	- 1	
Skilled crafts and	1	141							1	1		*********	*********
trades workers		131							1	1			
		121										1	
	********	= = ==	 		-		1		- 1	1	- 1	1	
Semi-skilled	25000 27499	141	76	76		11	11				******	**********	
manual workers	10000	131	21	21									-
	12499	111	2							1	1		-
*****************				2	*******		1	1		-	1	1	
Other manual	25000	141	11	_11		1	1		********	*******	******	********	
workers	27499	131	27	27			1	-	-				
	15000 17499	121	5 1	5						1			-!-
*************	1/499	111	1	1	1	- 1	1	1	1	1	1		
TOTAL NUMBER OF EMPLO	DYEES	1-1-2:	178	146	32	2	1	1			*****	*******	********

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2

Part B Page 1

..... Name of Business: 002004 DAY & ROSS INC. |Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE Reporting Period: 1989 Location: National (Canada) X Province/Territory 12 NOVA SCOTIA Designated CHA 11 Persons with Members of Top and | Q | All Employees | Aboriginal Peoples | Disabilities | Visible Minorities OCCUPATIONAL | bottom of |U|-----|salary range|A| Total | | Total | | Total | | Total | | GROUPS R Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 1 1 Upper-level 131 - 1 1 -1 1 -1 1 1 121 managers [1] -1 - 1 -1 1 1 141 Middle or other 131 managers 121 111 141 Professionals 131 121 [1] 1 1 1 12 | E | E1 141 Semi-professionals 131 1 and technicians 121 111 1 -1 1 1 -------141 Supervisors 131 1 121 111 -1 - 1 -1 1 1 1 =|=|= 141 Foremen/women [3] 1 1 121 1 111 1

Name of Business: 002004 DAY & ROSS INC. |Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIQUED Period: 1989 Location: National (Canada) X Province/Territory 12 NOVA SCOTIA Designated CMA Persons with OCCUPATIONAL Members of Top and |Q| All Employees | Aboriginal Peoples | Disabilities | Visible Minorities bottom of |U|-----|salary range|A| Total | | Total | | Total | GROUPS [R] Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 12500 141 | Clerical workers 14999 131 5000 121 7499 [1] 10 | 1 | 1 ********** 141 Sales workers 131 [2] 111 1 1 =|=|= 141 | Service workers 131 I 1 121 111 1 -1 1 i :lala Skilled crafts and 1 trades workers 121 111 1 1 - | - | 12500 141 1 1 1 1 | Semi-skilled 14999 131 19 1 18 | 1 | I manual workers 10000 121 11 12499 [1] 2 | 1 | 1 | 1 1 7500 141 40 | 40 1 Other manual 9999 131 workers 0 121 2499 111 1 | 1 | -----********** TOTAL NUMBER OF EMPLOYEES 1 75 | 63 | 12 | 1 -1 1 1

Name of Business:		00200	DAY & R	OSS INC.				Industr	rial Secto	r: 456	TRUCK TRAN	SPORT INDUS	TOICE
			2 %									J. JK! 18003	14152
Location:	••••		National	(Canada)	K Provinc	e/Territo	ory (spec	ify) 12 I	NOVA SCOTI	A	Repor	ting Period	i: 1989
011.10		ALL	Employee	5	Aborig	inal Peop	oles	,	rsons with	•••••		bers of Minorities	
SALARY RANGES	 To	otal	 Hen	 Women	 Total	 Hen	 Women	 Total	 Hen	 Women	 Total	Hen i	lomen
	-		•	•	•							Col. 11 0	
< \$10,000	ı	0						1 0					0
\$10,000-\$14,999	í	9	2	7	0	0	1 0	1 0	1 0	0	0	0	0
\$15,000-\$17,499	1	8	1	7	0	0	1 0	1 0	0	0	0	0	0
\$17,500-\$19,999	1	12	2	10	1	0	1	0	0	0	0	0	0
\$20,000-\$22,499		32	29	3	0	0	0	0	0	1 0	0	0	0
\$22,500-\$24,999	 	17	16	1	0	0	1 0	1 0	1 0	0	0	0	0
\$25,000-\$27,499		84	80	4	1	1	1 0	0	1 0	1 0	0	0	0
\$27,500-\$29,999	1	2	2	0	0	1 0	1 0	1 0	1 0	0	1 01	0	0
\$30,000-\$34,999	1	5	5	0	0	0	1 0	0	1 0	0	0	0	0
\$35,000-\$39,999	1	4	1 4	0	0	1 0	0	0	1 0	0	0	0	0
\$40,000-\$49,999	1	4	1 4	0	0	1 0	1 0	1 0	1 0	0	0	0	0
\$50,000-\$69,999	1	0	0	0	0	1 0	1 0	1 0	1 0	1 0	0	0	0
\$70,000 >	1	1	1	0	0	0	1 0	0	0	0	0	0	0
TOTAL NUMBER OF EMPLOYEES	1	178	146	32	2	1 1	1	0	0	0	0	0	0

Name of Business:	0020	04 DAY & R	OSS INC.				Industr	ial Sector	. 454	TRUCK TO	NSPORT INDU	
******************								100 30010	. 436	INUCK INA	NSPORT INDU	STRIES
Location:	*******	National	(Canada))	(Provinc	e/Territo	ry (speci	fy) 12 M	OVA SCOTI	١	Repo	rting Perio	d: 1989
SALARY	 Atl	Employees		Aborig	inal Peop	es	•	ons with	••••••		bers of	•••••
RANGES	 Total 	Hen	Women	Total	 Hen	Women	Total		Vomen	 Total	Hen i	lomen
*************	Col. 1	Col. 2	Col. 3	Col. 4	Cot. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11 0	ol. 12
< \$2,500	1 1		0	0		********	********	*******	0	********	0 (
\$2,500-\$4,999	0	1 01	0	0	0	0	0	0 [0	0	0	0
\$5,000-\$7,499	1	1 1	0	0	0	0	0		0		0	
\$7,500-\$9,999	49	40	9	0	0	0 [0	0	0		0	
\$10,000-\$12,499	22	20	2	0	0	0	0	0	0			
\$12,500-\$14,999	2	1	1	0	0	0 1	0	0 1	0		0	0
315,000-\$17,499	0	0	0	0		0	0 1			0	0	
17,500-\$19,999	0]	0	0	0	0	0		0	0	0	0	0
\$20,000-\$24,999	0		0				0	0	0	0	0	0
25,000-\$29,999	0	0		0	0	0	0	0	0	0	0	0
30,000-\$39,999			0	0	0	0	0 1	0	0	0	0	0
40,000-\$49,999	0	0	0	0	0	0	0	0	0	0.	0	0
	0	0	0	0	0 [0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	75	63	12	0	0	0	0	0	0	0	0	0

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4

0 1

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDU National (Canada) X Province/Territory (specify) 12 NOVA SCOTIA | Reporting Period: 1989 Persons with Members of All Employees | Aboriginal Peoples OCCUPATIONAL Disabilities | Visible Minorities GROUPS | Total | | Total | 1 Total - 1 | Total | | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 0 1 |Upper-level managers - 1 - 1 - 1 - 1 -1 - 1 - 1 -1 |Middle or other 1 | 1 | 0 | 0 1 0 | 0 [0 [0 1 0 | 0 1 1 - 1 - 1 - 1 -1 -1 -1 1 |Professionals 0 | 0 | 0 | 0 [0 | 0 1 0 1 0 [0 - 1 1 1 -1 -1 -1 1 -1 -1 1 |Semi-professionals | 0 | 0 | 0 1 0 | 0 | 0 1 0 | 0 1 and technicians - 1 - 1 --1 --1 1 -1 -1 -1 Supervisors 0 1 0 i 0 | 0 | 0 | 0 | 0 1 -1 1 1 -1 1 1 -1 -1 1 0 1 0 1 0 1 0 | 0 1 0 | 0 | 0 | 0 | 0 | 0 1 1 - 1 1 -1 - 1 -1 1 1 -1 1 1 0 | 6 | 1 | 0 | 1 | 0 | 0 1 0 1 0 1 0 | 0 --1 - 1 -- 1 - [1 -1 ł 1 | 0 | 1 1 0 1 0 | 0 | 0 | 0 | 0 1 0 1 - 1 -1 -1 - 1 Service workers 0 | 0 1 0 | 0 | 0 1 0 1 0 1 0 1 0.1 Ω -- 1 - 1 iSkilled crafts and i 0 1 0 1 0 | 0 | 0 1 0 | 0 1 0 1 0 | Itrades workers 1 -1 -1 -1 |Semi-skilled 0 1 0 1 0 1 0.1 0 1 0 1 |manual workers -1 - 1 1 --1 1 -1 1 -1 1 1 Other manual 9 1 0 1 0 1 0 | 0 1 0 | 0 1 1 - 1 1 -----TOTAL NUMBER OF 20 | 6 | 1 | 0 1 1 [0 | 0 | 0 1 0 1

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Name of Business	: 00200	04 DAY & F	OSS INC.				Industr	ial Secto	r: 45A	TRUCK TOAS	USDODT THE	
Location:	Na Na	ational (C	anada) X	Province/	Territory				•••••	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	
	• • • • • • • • • • • • • • • • • • • •							A SCOTTA		Reportir	ng Period:	1989
OCCUPATIONAL	AI	ll Employe	es	Aboris	inal Peo	ples		rsons with sabilities			embers of e Minorit	ies
GROUPS	Total Number	Hen	 Women	Total Number	 Hen	Women	Total Number	 Hen	 Women	Total Number		 Wome
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	j Col. 9	Col. 10	l Col. 11	l Col
opper-level Oppers		1 0] 0	1 0	1 0	1 0		0	0	1 0	*******	
iddle or other	1 0	1 0			0 	0 			0		. 0	
rofessionals	1 0	0 				1 0			0		0	 I
emi-professionals nd technicians			:	0			-	0	0	0	0	
pervisors	0 	!	0				_				0	*****
Prement/women	0 		0	- 1	- 1		0	0	' 0 j	0	0	
erical workers	15 	2	,	- 1	- 1		0	0	<u>'</u> 0 1	0	0	•••••
les workers	1 0	0	- 1	- 1	0	0	0	- 1	0	0]	0	•••••
rvice workers	0	,	- 1	0	0	0	0	0	0	0	0	•
illed crafts and ides workers	0	, ,	0	0	0	0 }	0	0	0	0	0	
ni-skilled nual workers	15		1	0	0	0	0	• · · · · · · · · · · · · · · · · · · ·	0	0	0	
er manual kers	48	i	0	0	0	0	0	0	0	0	0	0
TAL NUMBER OF PLOYEES HIRED	78	64	14	0	0	0	0	0	************ 0	 ========= 0	0 1	0

Name of Business:	002004	DAY & RO	SS INC.				Indust-	al Sector	. /5/ -			
				•••••						RUCK TRANS	SPORT IND	JSTRIES
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	12 HOVA	SCOTIA	1	Reporting	Period:	1989
	Employ	ees promo	ted (Empl	o yee s pro hich or w	moted dur ithin whi	ing the y	ear are t	o be repo last prom	rted only oted)	in the oc	cupation	al group
				!			l P	ersons wi	th		lembers o	
OCCUPATIONAL	A	ll Employ	ees	Abo	riginal P	eoples		Disabilit		•	ble Mino	
	Total Number		 Women	Total Number			Total Number	*	•	Total Number	Hen	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col.
ipper-level managers	0 	0 	•	•		•		0			. 0	
iddle or other mnagers	4	3 				:		0		0	0	1 0
Professionels	1	1 		0		•) 0 	0	0	0	0	0
emi-professionals nd technicians	0		-				0	0	0	0	0) (
upervisors	0	0		·		0	0	0	0	0	0	0
oremen/women	7										0	0
lerical workers	4		•			1			0		0	0
ales workers	2		•		0				· ·		0	. 0
ervice workers	0			0	0	0	0	0	0	0	0	0
killed crafts and rades workers	0	0	0	0	0	0		'		0	0	0
emi-skilled anual workers	3	3	0	0	0	0	0		0	0	0	0
ther manual orkers	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	21		5	1	0	1		0	0	0	0	0
OTAL NUMBER OF	21	16	5	1 [0	1 [0	0	0 1	0 1	1 0	0

Name of Business		4 DAY & R	OSS INC.					rial Secto	or: 456	TRUCK TRAN	SPORT IN	USTPIC
Location:				Province/	Territory	(specify) 12 NOV	/A SCOTIA		Reportin		
	Emplo	yees prom	oted (Empi	loyees pr	omoted du	ring the	vest are			y in the o		
1			to	which or	within wh	ich they	have been	last pro	moted)	y in the o	ccupation	al grou
OCCUPATIONAL	1	All Employ		1			1	Persons w	ith	1 1	embers o	 f
GROUPS					original ;		1	Disabili	ties		ible Mino	
Moors	Total Number	•	Vomen	Total Number		Vomen	Total Number	•		Total Number	Hen	 Womer
-	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	
Upper-level managers	1 0	1 0	1 0		1 0	0] 0	0	1 01	0	******
Middle or other	0 		0			0	. 0	0	1 0		0	
Professionals	1 0	1 0	0	0		0	0	1 0			0	
		********	0	0	********	0	0		0		0	
 Supervisors	0	0	0	0	0	0	0			0 }	1 0	0
Foremen/women	l 0	0	0	0	0	0	0	0		0	1 0	0
Clerical workers	0	0	0	 0 	0	1 0	0	0	01	0	0	0
Sales workers	0	,	0	0	0 J	0	0		0	0	10	0
Service workers	0	0	0	0	0	0	0	0	0	0	0	0
Skilled crafts and trades workers	1 0	0	0	0	0	0	0	0]	0	0	0	0
emi-skilled mnual workers	1	1	0	0	0 [• i	0	0	0	0	 0	0
ther manual orkers	0	0	0	0	0	0	0	0	0	0 1	0	
OTAL NUMBER OF	1	1	0	0	 	0	0	0	0	0	0	
OTAL NUMBER OF	1	1					1		1	1	<u>i.</u>	
CHOTTOHS		, ;	0	0	1 0	10	0 }	0 }	0	0	0	Ω

			PEK	MANENT FU	CL-TIME E	MPLOYEES	IEKMINAIE	:0		™ 6	Part A	
ame of Business:		DAY & ROS				1	Industri	sl Sector:	456 TR	UCK TRANS	PORT INDI	STRIES
ocation:			nada) X Pr	ovince/Te	rritory ((specify)	12 NOVA	SCOTIA	1	Reporting	Period:	1989
OCCUPATIONAL	ALL	Employee	s	Aborigi	nal Peopl	es		sons with		Men Visible	bers of Minorit	ies
GROUPS	Total		, ,	Total		,	Total			Total		
	Number	Hen	Women	Number	Hen	Women	Number	Men	Women	Number	Hen	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
pper-level enagers	0	•	0			0	•	0		0		l 0
iddle or other	0	0 	0	0		0	•	0 	0		0	1 0
rofessionals	0	0 	0	0 				0 	0	0	0	(
emi-professionals nd technicians	l 0	:	0 	0			l 0	0 	0 	0	-	(
upervisors	0 	0 	1 0	l 0	0	0 	0 	1 0	l 0	0	0] (
oremen/women	[1	1 	1 0	0 	0	j 0	0) 0 	l 0	0 	0	(
lerical workers	7 	1 	6 	0) 0 	ļ 0 	0 	°	0 	0	0	(
ales workers	4	3			} 0	0 	0 	0 	1 0	1 0	0 	! (
Gervice workers	0	1 0	1 0	:	l 0	j 0	1 0	:	0 	1 0	0 	
Skilled crafts and trades workers	0 	0 	[0	0 	0 	0 	0 	0 	0 	0 	0 	
iemi-skilled manual workers	16	15 	•	•	0 	1 0	0 	0 	0 	1 0	º	1
orkers] .5	5 	0 	l 0	0 	0 	0 	0 	1 0	l 0	0 	
TOTAL NUMBER OF EMPLOYEES TERMINATED	33	25	8	0	0	0	0	! 0	0	0	0	

			• • • • • • • • • •	RMANENT F		CAPLOTEES	TERMINA		F:	orm 6	Part 8	
Name of Business:		4 DAY & RE	OSS INC.			ا	Industr	iel Sector	: 456	TRUCK TRAN	SPORT IND	USTRIES
Location:	Na	tional (C	anada) X P	rovince/T	erritory	(specify)	12 NOV	A SCOTIA		Reportin	g Period:	1989
OCCUPATIONAL	 AL	L Employer	rs.	 Aborig	inal Peop	les	•	rsons with			mbers of e Minorit	ies
GROUPS	Total Number	3	 Women	Total Number		 Women	Total Number	Hen	Women	Total	1	Vomen
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8		Col. 10	•	•
Joper-Level	0		1 0	1 0	0] 0		1 0	0	0	*******	
liddle or other managers	0 			l 0	,	0		0) 0 	0		
rofessionals	0 	0 		0		, ,		0 		0		
emi-professionals nd technicians	1 0	:	0 		0			0		0 	- 1	
upervisors	1 0	0 	, - 1	-	0	0			-	, - ,	0	
oremen/women	l 0	0 	0	0	0	0			- 1		0	•••••
lerical workers	10		9	- 1	0	0 j			0	0	0	
ales workers	0			,	0	0	0	0	0	0	0	
ervice workers	0			0	0	0	0	0	0	0	0	(
cilled crafts and rades workers	0	- 1	0	0	0	0	0	0	0	0	0	(
mi-skilled nual workers	13 	13 <u> </u>	0 [0	0	0	0	0	0	0	0	0
her manual	27 	27	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF MPLOYEES ERMINATED	50	41	9	0	0	0	0	0	0	0	0	0

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business:	002004 DAY &	ROS	S INC.		dustrial	Sector:	456 T	RUCK TRA	NSPORT II	IDUSTRIE	Reportin	ng Perio	d: 19	89
Location:	National (Car	nada) X Pi	rovince/	Territor	y 13 N	EW BRUNS	MICK		Designa	ted CHA			
	 I	11	•••••			1			l Pe	ersons w	ith		lembers	
OCCUPATIONAL	Top and bottom of	101		Employe	es	Abor	iginal P	eoples	Di	sabilit	ies	,	e Minor	
GROUPS	salary range				1	Total	l		Total			Total		 I
	1										Women			
	Col 1				-	•	•	•			Col 10		,	
	70000	141	3	3	1			**************************************		******				
Upper-level	and over	131	2	1 2	1	1		l			1	1		1
managers	40000	121	1	1 1	1	1	1	1						1
	44999	[1]	2	, -	•	1	1	l	1		1			1
	[50000	(1=) [4]	4							******		*******		-
Middle or other	54999	131	5	1 4	1 1	1		1			1	1		1
managers	20000	121	14	12	1 2	1		1			1			
	22499	[1]		,				1				1		1
	55000	141	2				 					*******	FREEZESE	
Professionals	59999	131	1	1	L	1		1			1			
	20000	121	4	4	1	1		Ī						1
	22499	[1]	2		•			1						
	30000	-	3			******				******		*******		*****
Semi-professionals	34999	131			1	1		1			1			
and technicians	22500	2	1	1		1		1	1 1	1	1			
	24999	[1]	2					1						
	30000	141	2			-			*******			-	*******	******
Supervisors	34999	131	. 5			1		1						
	17500	121	6	2	1 4			1			1			
	19999	[1]	5			•		I			1 1			
	30000	= 41	3				_			*****		********	******	
Foremen/women	34999	131	6	6	1			1			1			
	17500	121	13	13		1		1			1 1			
	19999	111	5	5	1	1		1	1		1			

Name of Business:	002004 DAY	e KU	SS INC.	!	Industi	ial Sect	or: 456	TRUCK TR	ANSPORT	INDUSTRI	Reportin	ng Period	d: 198	39
Location:	National (C	anad	a) X F	rovinc	e/Terri	tory 13								
;								H-SWICK		Designa	AHC Dest			
	1		• • • • • • • • •					• • • • • • • • • • • • • • • • • • • •						
OCCUPATIONAL	Top and	lo.				1				ersons H	ii th	1	Members	of
1	bottom of			Employ		Ab	original	Peoples	1 0	isabilit	ies	Visib	le Minor	itie
GROUP'S	salary rang					Tota	 	·						
	1	R	Number	Hen	Vom	en i Numb	eri Nan	l Homen	Total			Total		1
12222	Col 1	-1-1	Col 2	Cot 3	Col	4 Col :	S COL 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col. 12	1
	1 27500			******	****	*******	******	*******	******			*******	1 000 12	1 0
Clerical workers	29999	141		Z										!
	1 12500	121				3	-		2					
	14999	111	63			7 1	1		2	1	11			
*************	*********	= =	******	-	******	- 	-					ł		
not an a	30000	141	2		1	i	1	1			******	-	********	****
Sales workers	34999	3	2				1	1						
	20000	131	_ 2	2	<u> </u>		1							_
	1 55433	[1] =(=(:	1		1	1	1	1 1	-		1	1		_
	1	141		******		THE PERSON	*******	-	*******	******	-		*********	2222
Service workers	i	131	1		1	-							1	
	1	121			1	1	-	1	!					
	F	[1]	- 1		Ī	1	1	1 1						
*************		= =		******	*****	-		 	 		*******		1	
Skilled crafts and		141					1	1.	1	1				1123:
trades workers		131					1			1	1			_
The state of the s		121									1	1		_
***********	**********	= =			1	-1	1	1	- 1	- 1	1	1	Ī	
	35000	41	4 1	4	1				*******	*****		*****	******	
Semi-skilled		131	132	129	_		1							
manual workers		2	34	34		I	1		2	2	!			
		1	86	59		1	1		11	11		<u></u> !		
							******		*	*******	-	}		
Other manual		<u> 4 _</u> 3	67	65			1		2	2		1		3411
orkers		21	2	1_		-								_
	9999	11	1.1	1 1		-								
TOTAL NUMBER OF FMPI	*******	2 22			*****		[[1	1	1	- 1	1	
TOTAL NUMBER OF EMPL	OYEES	i	558	409 1	149				12	11	1	*******		****

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B

Page 1

Name of Business:	002004 DAY & I	ROSS	INC.	In	dustrial	Sector:	456 T	RUCK TRA	NSPORT II	NDUSTRIE	Reporti	ng Perio	d: 19	89
Location:	Wational (Can	ada)) X Pr	ovince/	Territor	y 13 Ni	EW BRUNS	WICK		Designa	ted CMA	••••••	• • • • • • •	
OCCUPATIONAL	 Top and	 0	ALL	Employe	es	Abor	iginal P	eoples		ersons w) Visib	dembers	
GROUPS	bottom of salary range					Total		 I	l Tatal			Total		
	1	R	Number	Hen	Women	Number	Hen	Women	Number	Hen	Women	Number	Hen	Women
1	Col 1										 Col 10			
*****************	1	4	*******					1						
Upper-level	1	131									i			1
menagers	•	<u>21</u> 11							1		1			1
************	•			*****		-	-	-				*******	 	-
1		41			1									
Middle or other menagers	1	131				1								<u> </u>
	•	11			1	1		1	1		1			1
*****************		= = 4	********	******	*******	-	******		*******			******		
Professionals		131			1	1		1			1			1
•	•	21						1	1					
*****************		1 - -	1		l	l								1
1		- - 4	1		1							*******		
Semi-professionals	1	31												
, and technicians	•	21									1			1
***************************************		1 = =						1	 					1
	1	4			1			1						1
Supervisors		31			1	1								1
•		11						!						-
	•			*****		******					*******	******		******
1	1	41			L			L						
Foremen/women		31												
1		21												
	1	1			1			1			1 1			

Name of Business: 002004 DAY & ROSS INC. |Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIEReporting Period: 1989 National (Canada) X Province/Territory 13 NEW BRUNSWICK Location: Designated CHA 11 Persons with OCCUPATIONAL Members of Top and |Q| All Employees Aboriginal Peoples Disabilities | Visible Minorities | bottom of |U|----GROUPS |salary range|A| Total | | | Total | 1 Total | Total | [R] Number] Men | Women | Number| Men | Women | Number| Men | Women | Number| Men | Women | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 12500 141 | Clerical workers 14999 131 5000 121 8 | 1 1 7499 91 1 9 1 ==|=|: 141 Sales workers 131 1 121 [1] 1 1 141 | Service workers 131 121 111 1 1 141 Skilled crafts and 131 trades workers [2] 111 1 1 1 -1 25000 141 Semi-skilled 27499 131 manual workers 7500 121 9999 111 19 | 1 7500 141 40 1 39 | Other manual 9999 131 11 1.1 1 workers 5000 121 1 1 7499 111 11 -1 TOTAL NUMBER OF EMPLOYEES 82 | 60 | 22 | -1 1 1 11 1 | 1 11

Name of Business:	00200	34 DAY & R	OSS INC.				Industr 	ial Sector	: 456 1	TRUCK TRAI	NSPORT IND	USTRIES
Location:	*******	National	(Canada))	K Provinc	e/Territo	ry (speci	fy) 13 N	EW BRUNSWI	CK	Repor	rting Peri	od: 198
SALARY	 ALI	Employee:	, ,	Aborig	inal Peop	les	•	sons with			mbers of	es
RANGES	 Total	 Hen		 Total	 Hen	 Women	 Total	 Hen	Vonen	Total	 Hen	Vomen
********	Col. 1	Col. 2					Col. 7		Col. 9	Col. 10	Col. 11/	Col. 1
< \$10,000	1								0	0	0	0
\$10,000-\$14,999	109	60	49	0	0	0	1	1	0	0	0	0
\$15,000-\$17,499	51	8	43	0	0	0	1	1	0	0	0	0
\$17,500-\$19,999	66	39	27	0	0	0	2	1	1	0	0	0
\$20,000-\$22,499	77	63	14	0	0	0	3	3	0	1	0	1
\$22,500-\$24,999	70	63	7	0	0	0	1	1	0	0	0	. 0
\$25,000-\$27,499	112	108	4	0	0	0	2	2	0 [0	0 [0
127,500-\$29,999	23	21	2	0	0	0	0	0	0	0	0	0
130,000-\$34,999	25	23	2	0	0	0	0	0	0	0	0	0
\$35,000-\$39,999	6	6	0	0	0	0	0	0	0	0	0	0
40,000-849,999	9	8	1	0	0	0	1	1	0	0	0 [0
50,000-\$69,999	6	6	0	0	0	0	0	0	0	0	0	0
\$70,000 >	3	3	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	558	409	149	0	0	0	12	11	1	1	0	1

Name of Busines			M DAY &	ROSS INC.					Indus	tr	ial Secto	or: 456	TRUCK TR	ANSPORT I	NDUSTRIE
Location:		•	Nationa	(Canada)X Provin	ce/Terr	ite	Pry (speci	fy) 13	NE	EW BRUNSW	ICK	Repo	orting Per	iod: 19
 SALARY		 All 	Employe	es	Abori	ginal P	eop	les			ons with			mbers of e Minorit	ies
RANGES	-	Total						Women				Women	 Total	 Hen	 Women
*************	-==	Col. 1	Col. 2	Col. 3	Col. 4	Col.	5	Col. 6	Col. 7	1	Col. 8	Col. 9	Col. 10	 Col. 11	Col. 1
< \$2,500		0					0			1	0	0	********	*******	******
\$2,500-\$4,999	1	0	0	1 0	0	1	0	0	0	1	0	0		*******	•••••
\$5,000-\$7,499	1	4 1	0	1 4	1 0	1	0	0	0	1	0	0			
\$7,500-\$9,999	1	59	43	16	l 0)	0	1						0
\$10,000-\$12,499	1	15	15	0	0			0			1	0		1	0
\$12,500-\$14,999	1	3	1	2				• • • • • • • • • • • • • • • • • • • •	0		0	0 [0 1	0	0
\$15,000-\$17,499	 I	0	0		**********		1	0		l 	0	0	0	0	0
\$17,500-\$19,999	1	0						0	0	l 	0	0	0	0	0
\$20,000-\$24,999	•		0	0	0	0		0	0		0	0	0	0	0
		0	0	0	0	0	1	0	0	1	0	0	0	0	0
125,000-\$29,999	· 	1	1	0	0	0	1	0	0		0	0	0	0	0
30,000-\$39,999		0	0	0	0	0	1	0 [0	••	0	0	0	0 1	
40,000-\$49,999	1	0	0	0	0	0	1	0	0		0	0	0		••••••
> \$50,000		0	0	0	0	0	1	0	0 1	• • •	0 1	0		0	0
OTAL NUMBER OF		82	60	22	0	0	1	0	1		1	0	1	0	0

				PERMANEN	IT FULL-TI	ME EMPLOY	EES HIRED		Fo	rm 4	Part A	
Name of Business:	002004	DAY & RO	SS INC.			1	Industri	al Sector	: 456 T	RUCK TRAN	SPORT IND	J
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	13 NEW	BRUNSWICK		Reportin	g Period:	1989
OCCUPATIONAL	 All	. Employee	:s	 Aborig	inal Peop	les		sons with			mbers of e Minorit	ies
GROUPS	Total Number		Women	Total Number		 Women	Total Humber	 Hen	•	Total Number	 Hen	 Womer
	Col. 1	Col. 2	Col. 3					Col. 8	Col. 9	Col. 10	Col. 11	Col.
Apper-level	0			1 0		0	0	0		0		
fiddle or other managers	5	4	1 		0			0 		j 0		
Professionals	2				1 0	0 	0	0	0	0 	0	
emi-professionals nd technicians		l 0	1) o	0 		0	0	0	0	0	
Supervisors	2	2 	0	0 	0 	0	0	0	0		0	
oremen/women	0	0 	0	0 	0 		0	- 1	_		0	
lerical workers	. 21	3 	18	, -	0 		0	0	0	0	0	
ales workers	3	3 	[0	0	0	0	0	0	0	1 0 1	0	•••••
ervice workers	0	0		0	0	0	0	0	0	:	0	*****
killed crafts and rades workers	0	0 	1 0 1	-		0	0	0	0		0	•
emi-skilled anual workers	65	52			0	0	0	0	0	0	0	*****
ther manual orkers	36	34	2	0	0	0 	1	1	0	0	0	*****
TOTAL NUMBER OF	135	100	35	0	0	0	1	1	0 [0	0	******

				PERMANE	NT PART-1	THE EMPLO	YEES HIR	ED	ı	orm 4	Part 8	
Name of Business	0020	04 DAY &	ROSS INC.				Indust	rial Secto	r: 456	TRUCK TRAI	SPORT INC	טט
Location:	N		Canada) X			(specify) 13 NEV	# BRUNSWIC	κ	Reportir	ng Period:	1989
OCCUPATIONAL	 	ll Employe	es	Abori	ginal Peo	ples		ersons wit isabilitie		•	mbers of e Minorit	ies
GROUPS	Total Number	 Hen	Women	Total Number		 Women	Total Number		Women	Total Number	 Hen	 Womer
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col.
opper-level			1 0	1 0		1 0	*******	0	*******	0	********	
iddle or other	1 0	1 0	0	:			1 0	0 	0 	1 0		
rofessionals	1 0	0 		:		0 	•	-	0 			·
emi-professionals nd technicians	0 	l 0	1			0] 0 		0	
upervisors	1 0		0 		-	0	,		· 	'	0	
Premen/Homen	1 0	0 	0	0	0		0	0	-		0	•••••
erical workers	16 	1 	15 	0	0		0		0		0	
les workers) 0 	1 0	0 	0	0	0	0	1 01		0	0	
rvice workers	0	l 0		0	0	0	0		0	0	0	
illed crafts and ades workers	0		- 1	0	<u>:</u> 0	0	0 (ا ۱ 0	0	0	0
ni-skilled Wal workers	18			0	0	0	0	0 j	ا ۱ 0	0	0	0
er manual kers	54		3	0	0	0	0	0	0	1	1	0
TAL NUMBER OF	88		19	0	0	0	0	0 1	 0	;======== 1	 ======== 	

			SS INC.				Industri	al Sector	: 456 T	RUCK TRANS	SPORT INDI	USTRIES
Location:		ional (Ca				· · · · · · · · · · · · · · · · · · ·	47	•••••			• • • • • • • • • • • • • • • • • • • •	
		• • • • • • • • • • • • • • • • • • • •	neda) X P						******	Reporting		
	Employ	ees promo	ted (Empl	oyees pro hich or w	moted dur ithin whi	ing the y ch they h	ear are t ave been	o be repo last prom	rted only oted)	in the oc	cupationa	al grou
OCCUPATIONAL	 A	ll Employ	ees	l Abo	riginal P	eoples	•	ersons wi Disabilit			lembers of	
GROUPS	Total		 Women	Total	•	Women	Total	 	 I	Total	1	
	į			•	•					Humber Col. 10		Women Col.
pper-level	3		1 0	0	0	0	0		0	-		
	8 		•								0	
rofessionels	1	•		0	0						0	(
mi-professionals nd technicians	0 					0			0		0 [
	2			0	~ 1	0	- 1			•	0	
remen/women	8				0	0	0		- 1	- 1	0	(
erical workers	6 				0	0 <u> </u>	0		0		0	(
les workers	0 	*	•	0	0	0 	0				0	0
rvice workers	0	0		0	0	0	0 <u> </u>			0	0	0
illed crafts and ades workers	0	0		0 1	0	0	· 0	0		0 [0	0
mi-skilled nual workers	12	12	0	0	0	0	0 	0	0	0	0 (0
her manual rkers	0	0	0	0	0	0	0	0	0	0	0	0
TAL NUMBER OF PLOYEES PROMOTED	40	32	8	0	0	0 [0	0	0 	0	0	0

1

PROMOTIONS

PERMANENT PART-TIME EMPLOYEES PROMOTED Form 5 Part B

ome of Business:			Y & ROS								ndustrial							
ocation:	Na	tion	nal (Ca	nad	a) X Pro	ovince/Te									Reportin			
 	Emplo	yee:	s promo	ted	(Employ	rees promi	ote	d duri	ng the	yea	r are to re been la	be n	eporte romote	d only	in the o	ccup	ational	groups
OCCUPATIONAL		ALL	Employ	ees		Abor	igi	nal Pe	oples	1			with Lities		Via		ers of Hinori	ities
	Total		Hen	1		Total		len	Vomen	1	Total Number	Her			Total Number	1	 1en	Vomen
	Col.	1	Col. 2	1 0	Col. 3	Col. 4	Co	i. 5	Col.	5	Col. 7	Col.	8 0	col. 9	Col. 1	0 0	ol. 11	Col. 12
oper-level		0	0	1	0			0		0			0	0		1	0	
iddle or other	 	0	0	1	0	!	1	0	 	0 [0	0		1	0	
rofessionals	 	0	0	1	0	•	 	0	 	0		 	0	0	1 0	1	0	:
emi-professionals	! !	0		1	0	0 	 	0	 	0	•	! !	0	0	1 (1	0	1 0
Supervisors	 	0)	0	1 0	1	0	 	0	•	 	0	0	1	0	0	1 0
Foremen/women		0	1	0	0	1 0	1	0		0	1 0		0	0	1	0	0	1 0
Clerical workers	1	0	 I	0	0			0	1	0	1 0	 	0		 	0	0	1 0
Sales workers	!	0		0	0			0		0	0	 	0		1	0	0	1 0
Service workers		0		0	0		 		-i	0	0	 	0			0	0	1 (
Skilled crafts an	d	0		0			1	(. <u></u> 	0	1 0	1	0	() 	0	0	
trades workers Semi-skilled		2		2			0		<u>.</u>) (1	0	(0 (0	0	
manual workers Other manual workers		0		0	1	 0 [0		o		0	1	0	1	0	0	()
TOTAL NUMBER OF		2		2		0	0		0	138	0	0	0	 	0	0		0
TOTAL NUMBER OF		2	2		 : [0	0		0		0	0	0		0 [0	!	0

Name of Business:		DAY & RO						al Sector	. 430 1	RUCK TRANS	SPORT IND	DZIKIES
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	13 NEW	BRUNSWICK	1	Reporting	g Period:	1989
OCCUPATIONAL	 All	Employee	s	 Aborig	inal Peop	les		sons with abilities		Men Visible	mbers of Hinorit	ies
	Total Number			Total Number		 Women	Total Number	 Hen	⊌omen	Total Number	 Hen	 Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Jpper-level monagers] 1 		0 		0			0	-	0 1		0
Middle or other	2		1 0			•			0	0	0	0
Professionals	1	:	1 1					0		- 1	0	C
emi-professionals and technicians	1	•	•					,	0	0	0	0
Supervisors	2					- 1	-	0	0		0	0
oremen/women	3	3	0		0	0	0	0	0	0	0	0
lerical workers	19	2	17	0	0	0	0		0		0	0
ales workers	0	0		0	0	-	0		0	0	0	0
ervice workers	0		0	0	0		0	0	0 	0	0	0
killed crafts and rades workers	0	0	:			0	0		0	0	0	0
emi-skilled mnual workers	30	24			0	0	0	0	0 	0	0	0
ther manual orkers	11	11	0	0	0	0	0	0	0 0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	70 	45	25	0	0	0	1 	1	0	0	0	0

Name of Business:	002004	DAY & RO	SS INC.				Indus	al Sector	. /5/	Ducy		
										RUCK TRAN	SPORT IND	USTRIES
Location:	Nat	ional (Ca	neda) X P	Province/1	erritory	(specify)	13 NEW	BRUNSWICK		Reportin	g Period:	1989
	1			l .			Per	sons with) Her	mbers of	*****
OCCUPATIONAL	All 	Employee	·s	Aborig	inal Peop	les	Dis	abilities		Visible	e Minorit	ies
	Total			Total			Total	1	1	Total		1
	Number	Hen	Women	Number	Hen	Women	Number	Hen	Women	Number	Hen	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col.
Jpper-level	0	0	0	1 0	0	0	1 0	1 0	0	0	0	*******
Renagers		1	i	İ	i	i						i
Middle or other	0	0	0	0	0	1 0	0	1 0	0	I 0 I	0	
Menagers		l 	1	1	1	İ	i	1	•			i
Professionals	0	*	0	1 0	0	1 0	1 0	0	0	0	0	1
			l	1	1	1	l	i		i		ĺ
Semi-professionals	0		0	0	0	0	0	1 0	0	0	0	 I
and technicians			l	l 	l		1	i i		i i		i
Supervisors	0	0	0	0	0	0	0	. 0	0	0 1	0	 I
	*******			1	1	1 -		i i		i		
oremen/women	0	0	0	0	0	0	0	0	0	0 [0 1	
lerical workers	10	1	9	0	0	0	0	0	0	0	0 1	
						İ		i i			i	
iales workers	0	0	0	0	0	0	0	0	0	0	0 1	*****
					l i	i	i	i i		i	i	
ervice workers	0	0	0	0	0	0	0	0 [0	0 1	0 1	
				İ		i				i	1	
killed crafts and	0	0	0	0	0	0	0	0	0 [0 1	0 1	*****
rades workers		1	1	İ	i	•			i	i		
emi-skilled	13	13	0	0	0	0	0 1	0	0 1	0 1	0 1	
enual workers			İ	i	i		1	i	1	1		
ther menual [59	56	3	0	0	0 [1 [1 1	 0 I	0 1	0 1	•••••
orkers				i	i	i	i	i				
TOTAL NUMBER OF	82	70	12	0	0	0	1	1	0	0 1	0	
EMPLOYEES TERMINATED	1	İ	i		i		i				0	
TERMINATED		1	- 1	F	1	1						

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Part A Page 1

Form 2

| Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989 Name of Business: 002004 DAY & ROSS INC. Location: National (Canada) X Province/Territory 11 QUEBEC Designated CMA Persons with OCCUPATIONAL Top and |Q| All Employees | Aboriginal Peoples | Disabilities Visible Minorities | bottom of |U|------GROUPS |salary range|A| Total | | Total | | Total | | Total | | [R] Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 70000 |4| 11 11 | Upper-level and over [3] - 1 managers 0 121 0 [1] 1 -1 1 1 ī I =|=|= 50000 141 Middle or other 54999 4 1 131 2 1 22500 121 4 1 1 1 24999 |1| 1 | ************* 30000 [4] Professionals 34999 131 121 111 -1 ----141 Semi-professionals 131 and technicians 121 111 ---22500 141 Supervisors 24999 131 22500 121 24999 1 | 111 1 | - 1 1 1 1 1 1 1 1=1: 30000 141 3 1 3 | Foremen/women 34999 5 | 5 | 131

22500

24999

121

111

1 |

1 1

1.1

- 1

Name of Business:	002004 DAY	& RO	SS INC.	1	Industria	il Sector:	456 1	TRUCK TR	ANSPORT I	NDUSTRI	Reportir	g Period	1: 19	89
Location:	National (Canad	a) X (Province	/Territo	ry 11 c	WEBEC		••••••	Designa	ted CHA			
***************	1	1	· · · · · · · · · · · · · · · · · · ·	••••••		 !								•••••
OCCUPATIONAL	Top and bottom o	1 -		Employ	ees	Abor	iginal P	eoples		ersons w isabilit		Visib	Members le Minor	
GROUPS	salary ran				1	Total		!	Total	 I	1	Total		
		R T	Number	Hen	Vomen	Number	Hen	Homen	I Martin				1	Wa
	Col 1					Col 5				i				
	30000	4			-			**************************************	*******	******	*******	*******	******	-1 -0
Clerical workers	34999	3		L	1	1								
	15000	2	12		1 12	L								
	17499	1	27			-								
	30000	141	11				*********	-		******	******	*******	*****	-
Sales workers	34999	131	4	1 3								1		
	20000	121	3	1	1 2									
	22499	[1]	2		1 2			1	1					
	***************************************	== = : 4	******	*******			******	******	*******	*******			*******	
Service workers		131			-					1	i			1
		121			-		!							
	İ	111			1									
*************	**********	= = =	******	******	******	******	-		 			- 1	- 1	
Skilled crafts and		141								1			*******	32221
trades workers		131										-		
ci ages MolKela		121								1	1	1		
		1	- 1		! !	1	- 1	- 1	1	1				
	30000	- - - 4	20.1			*********	*******		********			******	******	****
Semi-skilled	34999	131	20 I	20							i		- 1	
manual workers	20000	121	4 1										1	
	22499	111	3 1	3										
***************	*********				i i i i i i i i i i i i i i i i i i i		1	!	-	1	- 1	1	1	
	27500	141	20	19		1	1		*******	******		*******	******	*****
ther manual	29999	131	91	9			1	1	-					
orkers	17500	121	2	2		i								_
	19999	[1]	7	7	1	1	1		1	1				_
TOTAL NUMBER OF EMPL	*=========	= = ==	*******	222222		*******	******	===== =				1	1	

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2

Part B Page 1

|Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE |Reporting Period: 1989 Name of Business: 002004 DAY & ROSS INC. National (Canada) X Province/Territory 11 QUEBEC Location: Designated CHA 11 Persons with | Members of OCCUPATIONAL | Top and |0| All Employees | Aboriginal Peoples | Disabilities | Visible Minorities GROUPS R Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men [Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 Upper-level 131 - 1 menagers 121 111 1 1 1 1 1 =|=|= 141 Middle or other 131 121 111 ---141 Professionals 131 -1 121 111 -1 1 1 1 = | = | ===== 141 Semi-professionals | 131 and technicians 121 [1] 1 1 = | = | =: 141 Supervisors 131 1 1 121 [1] -1 1 -1 1 1 ---------Foremen/women 131 121 [11]

|Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIEReporting Period: 1989 Name of Business: 002004 DAY & ROSS INC. Designated CHA National (Canada) X Province/Territory 11 QUEBEC Location: Persons with | Visible Minorities Disabilities Top and [Q] All Employees | Aboriginal Peoples | OCCUPATIONAL | bottom of |U|-----|salary range|A| Total | | Total | | Total | | Total | | R Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women CROUPS Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 1. 2 1 141 2 | 12500 14 | 1 1 14999 15 131 Clerical workers 121 2500 1 1 1 1 | 111 2 1 4999 E 2 22222222 141 131 Sales workers 121 1 1 1 1 1 1 111 a | a | ama 141 131 | Service workers 121 1 111 := | = | =: Skilled crafts and 121 1 1 trades workers 111 = | = | = 1 1 10000 141 - 1 12499 131 | Semi-skilled 10000 121 manual workers 1 1 1 1 | 111 12499 a | a | a a 1.1 12500 141 1 4 1 4 1 14999 Other menual 20] 7500 121 20 1 workers -1 1 1 | 111 | 1 | 1 1 1 1 47 | 30 | 17 | TOTAL NUMBER OF EMPLOYEES - 1

			SALA	RY SUMMAR	Y: PERMAN	ENT FULL-	TIME EMPL	OYEES		Form 3	Part	. A
Name of Business:	0020	04 DAY & F	ROSS INC.				Industr	ial Sector	: 456	TRUCK TRAN	SPORT INDUS	TRIES
Location:		National	(Canada))	Provinc	e/Territo	ry (speci	fy) 11 0	UEBEC		Repor	ting Period	i: 1989
SALARY	 AL	l Employee	is	Aborig	inal Peopi	les	1	sons with		•	bers of Minorities	
RANGES	Total	 Hen	Women	Total	 Hen	Women	 Total	 Hen	Women	 Total	Hen W	lomen
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11 C	ol. 12
< \$10,000		0	1 0 1	0	0	0	0	0	0	0	0	0
10,000-\$14,999	1 0	0	0	0	0	0	0	0	0	0	0	0
15,000-\$17,499	17	0	17	0	0	0	1 0	0	0	0	0	0
17,500-\$19,999	17	9	8	0	0	0	0	0	0	0	0	0
20,000-\$22,499] 11	1 2	1 91	1	0	1	0	0	0	0	0	0
22,500-\$24,999	21	12	9	0	0	0	0	0	0	0 [0	0
25,000-\$27,499	[11	9	2	0	0	0	0	0	0	0	0	0
27,500-\$29,999	37	35	2	0	0	0	0	0	0 j	0	0 [0
30,000-\$34,999	38	35] 3	0	0	0	0	0	0	0	0	0
35,000-\$39,999	3	2	1 1 1	0	0	0	1 0	0	0	0	0	0
40,000-\$49,999	6	5	1	0	0	0	0	0	0	0	0	0
50,000-\$69,999	1	1	1 0 1	0	0	0	0	0	0	0	0	0
\$70,000 >	1 1	1	1 01	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	163	111	52	1	0	1	0	0	0	0	0	0

Name of Business	. 0020	JUG DAY &	ROSS INC.				Indust	rial Secto	or: 456	TRUCK TRA	NSPORT INC	USTRIE
Location:	••••••	Nationa	l (Canada	X Provin	ce/Territ	ory (speci	ify) 11 (WEBEC		Repo	rting Peri	od: 19
SALARY	 Al	l Employe	es	 Abori	ginal Peop	oles		sons with		,	mbers of	 es
RANGES	 Total		 Women			 Women						Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11/	Col. 1
< \$2,500		1 0						********	******	*********	********	
\$2,500-\$4,999	2	1 1	1 1	1 0	1 0	0	0	0	0		0	
\$5,000-\$7,499	0	0	1 0	0	1 0	0 1	0					
\$7,500-\$9,999	16	1 2	14	0	 0						0	
\$10,000-\$12,499	27	26	1 1	0					*******		0	1
\$12,500-\$14,999	2	1 1	1 1 1	0					0		0	0
\$15,000-\$17,499	0	. 0	0					0	0	0	0	0
\$17,500-\$19,999	0							0	0	0	0	0
120,000-\$24,999	0	••••••					0	0	0	0	0	0
25,000-\$29,999				0 1		0	0	0	0	0	0	0
30,000-\$39,999	0			0	0	0	0	0	0	0	0	0
	0			0	0	0	0	0	0	0	0	0
40,000-\$49,999	0	0	0	0	0	0	0	0	0	0	0	0
> \$50,000	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	47	30	17	0	0	0	0	0	0	1 /	0 1	1

PERMANENT FULL-TIME EMPLOYEES HIRED

Form 4 ******************************** | Name of Business: 002004 DAY & ROSS INC. Industrial Sector: 456 TRUCK TRANSPORT INDU | Reporting Period: 1989 National (Canada) X Province/Territory (specify) 11 QUEBEC Persons with Members of OCCUPATIONAL All Employees | Aboriginal Peoples Disabilities 1 Visible Minorities | Total | | Total | | Total | | GROUPS | Total | | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 Upper-level 0 | 0 | 0 | 0 | 0 | - 1 - 1 - 1 - 1 -- 1 - 1 1 1 | IMiddle or other 1 | 0 | 0 1 0 | 0 | 0 | 0 1 0 | 0 | - 1 - 1 - 1 - 1 1 0 | 0 1 0 | 0 1 0 | 0 | 0 1 - 1 - 1 -1 1 -1 - 1 -1 -|Semi-professionals | 0 | 0 | 0 | 0 1 0 1 0 i 0 | 0 | 0 1 0 1 and technicians - 1 -1 - 1 -1 -1 1 - 1 0 1 0 1 1 0 0 1 0 | 0 | 0 1 0 1 1 - 1 - 1 - 1 - 1 -1 - 1 -1 - 1 1 - 1 11 1 | 0 1 0 1 0 | 0 1 0 | 0 1 0 1 0 | 0 1 1 - 1 - 1 - 1 - 1 -1 1 21 | 2 | 19 | 0 | 0 1 0 1 0 | a - 1 - 1 - 1 - 1 -1 -- 1 -1 -1 - 1 -1 Isales workers 11 | 7 1 4 1 1 | 0 1 1 [0.1 0 1 0 [0 1 0 | - 1 - 1 - 1 - 1 --1 -1 -1 - 1 - 1 Service workers 0 | 0 | 0 | 0 | 0 | 0 1 0 1 0 1 - 1 -- 1 -1 -1 - 1 - 1 |Skilled crafts and | 0 | 0 | 0 1 0 | 0 1 0 | 0 | 0 | 0 1 trades workers - 1 - 1 --1 --1 -1 |Semi-skilled 4 1 0 1 0 | 0 | 0 1 0 | 0 1 Imanual workers -1 --1 -1 -1 - 1 - 1 1 Other manual 0 | 0 1 0 | 0 | 0 | 0 1 0 1 0 1 - [- 1 - 1 --- 1 i -1 1 --1 53 | 30 | 23 | 1 | 0 1 0 1 1 1 0 | 0 | 0 |

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EMPLOYEES HIRED

1

- 1

Name of Designation	00255					•••••						
Name of Business:		DAY & RO	SS INC.			ا	Industri	al Sector	: 456 T	RUCK TRANS	SPORT IND	U
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	11 QUES	EC	4	Reporting	g Period:	1989
OCCUPATIONAL	ALL	Employee	s	 Aborig	inal Peop	les	,	sons with			mbers of	ies
	Total Number		 Women	Total Number	•	•	Total Number	•	•	Total Number		Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col.
opper-level	0] 0 		0	,			0	'		
liddle or other	0	} 0	0	0	0			0 			0	1
rofessionals	0	:	0	-		-		0		0	0	1
emi-professionals nd technicians	0			0		- 1	0	0	0	0	0	
upervisors	0	0	0		0	0		0	0	0	0	(
oremen/wamen	0	0	0	0	- 1	0	0		0	0	0] (
lerical workers	16	2	14	0		0 j	0		0	1	0	 1
ales workers	0		0	0		0 j	0	0	0	0	0	
ervice workers	0	- 1		0	0	0	0	0	0	0	0	0
killed crafts and rades workers	0	•	0	0	0	0	0	0	0	0	0	0
emi-skilled anual workers	1		0	0	0	0	0	0	0	0 j	0	0
ther manual	26	26	0 [0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	43	29	14	0	0	0	0	0	0		0	=======================================

Name of Business:	002004	DAY & RO	SS INC.			1	Industri	al Sector	: 456 T	RUCK TRANS	PORT INDU	JSTRIES
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	11 QUEB	EC	I	Reporting	Period:	1989
	• • • • • • • • • • • • • • • • • • • •									in the oc		
	 		to w	hich or w	ithin whi	ch they h	ave been	last prom	oted)			
OCCUPATIONAL	 A	ll Employ	ees	Abo	riginal P	eoples		ersons wi Disabilit	***		embers of ble Minor	
	Total Number	Hen	 Women	Total Number	•	 Women	Total Number	 Hen		Total Number	Hen	Women
	1		Col. 3	Cot. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level managers	0	•	Ī	•	0	•	•	•	•	0	0 (0
Middle or other managers	2			•	0 	•		•	l 0	0 	0	0
Professionals	0		:		0 			:	l 0	0	0	
Semi-professionals and technicians			:		0	:			0		0	0
Supervisors	0	•			0		,		0		0	0
Foremen/women	4	3			0				0 		0 <u> </u>	0
Clerical workers	4	0			0	0	0		0		0 [0
Sales workers	2	0		•					0		0	0
Service workers	0	0		•				:		0	0	0
Skilled crafts and trades workers	0	0	0	0	0	0	0	0 		0	0 [0
Semi-skilled manual workers	2					0			0		0	0
Other manual	0		i							0	0	0
OTAL NUMBER OF	14	7	7		0	0	0	0			0	0
TOTAL NUMBER OF	14		7	0	0	0	0	0	0 1	0	0	0

Name of Business:			ROSS INC.		••••		Industr	ial Sect	pr: 456	TRUCK TRAN	SPORT IN	DUSTRIES
Location:	Na	tional (Canada) X (Province/	Territory	(specity) 11 que	BEC	• • • • • • • • • • • • • • • • • • • •	Reportin		
İ	Employ	yees prom	noted (Emp	loyees pri	omoted du	ring the	vear are	to be see		y in the o		- 1709
			to i	which or a	within wh	ich they	have been	last pro	moted)	y in the o	ccupation	nal group
1	i			1	••••••			Persons w				
OCCUPATIONAL	1	ll Emplo	yees	Abo	original f	Peoples	i	Disabili			Hembers o ible Mino	
GROUPS	Total		1	Total	1	1	Total		1	Total		
i	Number	Hen	Women	Number	Hen	Women	Number	Hen	Homen	Number	Hen	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Cot. 10	Col. 11	1 Col. 12
[upper-tevet	0	1 0	1 0	0	1 0					-	0	*******
	•	l 	1	<u> </u>	!	1	1	İ		i		i
Middle or other	0		1 0							0	0	
Professionals	0		! " !		0	0	******				0	
			1 1						i .			
Semi-professionals and technicians	0		1 01	0 [- 1	- (0	0		- 1	0 [
Supervisors	0	0	- 1	0	0	0		0	0		0	0
Foremen/women	0 1	0	0	0	0	0	0	0	0 [1 0	0
Clerical workers	0	0	0	0	0	0	0	0 1	0	0	0	0
Sales workers	0 [0	0	0	0	0	0	0	0	0	0 1	0
ervice workers	0 [1	i	
		0	0	0	0	0	0	0	0	0	0 [0
killed crafts and rades workers	0 1	0	0	0	0	0	0	0	0	0	0	0
emi-skilled anual workers	0 [0	0	0	0	0	0	0	0	0	0	0
ther manual	0	0	0 [0	0	0	0	0	0	0	0	0
PLOYEES PROMOTED	0	0	0	0	0	0	0	0	0	0	0	0
OTAL NUMBER OF	0	0	' 0	0	0.1	0	0 1	0 1	0 1	0 1	01	

Name of Business:	002004	DAY & RO	ce the					.1 0	/5/ -			
							Industri	al Sector	: 456 T	RUCK TRANS	SPORT IND	USTRIES
Location:	Net	ional (Ca	nada) X P	rovince/T	erritory	(specify)	11 QUEB	EC	1	Reporting	Period:	1989
OCCUPATIONAL	 All	Employee	s	 Aborig	inal Peop	les	,	sons with mbilities		•	mbers of Minorit	ies
GROUPS	Total Number	•	 Women	Total Humber		 Women	Total Number			Total Number	Men	 Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Jpper-level managers) 0 		•	, -		0 		0	_	0	0	1 (
fiddle or other managers	2	1	0 			0 	0	0	-	0	0	(
Professionals	0 		0 	0 	-	0	0	0	0	0	0	(
Semi-professionals and technicians	0	0 		0 	:	0	0	0	0	:		(
Rupervisors	0		0			0					0	(
oremen/women	0	1 0				0		0	0	0	0	(
lerical workers	20	2				0	-	0	1	0	0	(
ales workers	9	j 5			0	0		0	0	0	0	(
ervice workers	0	1 0				0		0	0	0	0	(
killed crafts and rades workers		0				0	0	0	0	0	0	(
emi-skilled anual workers	7	7 	0		0	0			0		0	(
ther manual orkers	24	24	0	0	0	0	0	0	0	1	1	0
TOTAL MUMBER OF EMPLOYEES TERMINATED	62	40	22	0	0	0	1 [0	1	1	1	Į 0

			PE	RMANENT F	PART-TIME	EMPLOYEES	TERMINAT	TED	F	orm 6	Part 8	
Name of Business:	002004	DAY & RO	SS INC.			1	Industri	ial Sector	: 456	TRUCK TRAN	SPORT INC	USTRIES
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	11 QUEE	BEC		Reportin	g Period:	1989
OCCUPATIONAL	ALL	Employee	·s	 Aborig	inal Peop	les		sons with		Me	mbers of e Minorit	ies
		 Hen		Total Number	 Hen	 Women	Total Number	 Hen	 Women	Total Number	 Hen	 Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col.
oper-level lensgers	0			•	•	0		1 0	i 0	0	,	
iddle or other	0		l 0		0		0] 0 	l 0] 0	0	
rofessionals	0		0	0 	0	0	0	0) 0) 0 <u> </u>		
emi-professionals nd technicians	0		0		0			0		0	_	
upervisors	0		0							0	0	
oremen/women	0		0			0	0		0	0	0	
lerical workers	1	- 1	1	0	0	0	0	0	0	0	0	
ales workers	0 [0	0	0	0	0	0	0 1	0		0	
ervice workers	0	- 1	0	0	0	0	0		0	0]	0	
cilled crafts and rades workers	0	0		0	0 j	0	0		0	0	0	
mi-skilled nual workers	0	0	0	0	0	0	0	0	<u>-</u> 0	0	0	
her manual rkers	14	14	0	0	0	0 [0	0	0	0	0	
OTAL NUMBER OF	15	14	1	0	0	0	0	0	0	0	0	

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A

Page 1

1 |

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989 National (Canada) X Province/Territory 10 ONTARIO 'Location: Designated CNA 11 Persons with Hembers of OCCUPATIONAL | Top and |Q| All Employees | Aboriginal Peoples | Disabilities i Visible Minorities | bottom of |U|-----|selary range|A| Total | | Total | | Total | | Total | | GROUPS R | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Mussber | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Women | Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 70000 |41 1 1 1 1 | Upper-level and over [3] 1.1 1 | menagers 60000 121 11 1 64999 111 7 1 7 1 1 Ť - 1 60000 141 2 1 2 | Middle or other 64999 131 3 1 2 | 1 25000 managers 121 13 | 11 | 27499 8 | 3 | 1 1 1 | 45000 141 49999 131 1.1 - 1 1 1 25000 121 27499 6 | 111 2 | 4 | 1 | 1 1 1 =|=|= 141 Semi-professionals 131 1 and technicians 121 111 1 1 1 ---35000 141 2 1 1 | 39999 131 2 1 - 1 2 | 1 20000 121 22499 1 1 [1] 1 | -1 1 1 -|-|-35000 1.1 141 Foremen/women 39999 131 25000 121 2 |

27499

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14 | 13 |

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				i				noon inci	INSPORT I		Keportir	g Period	: 198	39
Location:	National (Car	neda) X Pr	rovince	Territor	y 10 o	NTARIO	********	••••••	Designa	ted CHA	•		
••••••••••		11		••••••		 I	•••••		1 D	ersons w				
OCCUPATIONAL	Top and bottom of	101		Employe		Abor	iginel P	eoples		isabilit		l Visibl	lembers • Minor	
GROUPS	salary range	A	Total				1	1	Total		1	Total I		
		R	Number	Hen	Women	Number	i Hen	Nomen	I Number	Men	l Urman	I Marriago	M	Vos
	Col 1	ii	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	 Col 11	Col 12	
	25000	141	10	2	*******	*****			l 1	-		3 (2	****
Clerical workers		131	12		1 10				1 1		1			
		121	30									2 1		1
	•	1 = :	11		10			!				1		1
	40000	41	11	1							*******	-	*****	
Sales workers	44999	131	10	8	1 2 1									
	22500	121	8	4	4			1				1		_
	24999	1 - -	9	3	6	1		1	1	1		1	1	
	1	- - 4	1			*********			******	*******	*****	*******	******	
Service workers		131	i											
	1	21			1				1					
	1	11	1					1	1		-			
	**********	= =	-		-	*********	*********		*******	1	 *******	!		
		41					1	i		. 1		I.	1	
Skilled crafts and crades workers		31				1						1		
LI MOLKELS		21										1	1	
***********		1	- 1	- 1	1	- 1	- 1	- 1	- 1	1	- 1	1	1	
		41	24 1	23 1	-		-		*********	*******	-	-	******	
Semi-skilled		31	82	75	7 1									
mnual workers		21	4 1	3 1	11									
		11	3	2										
	•	•	*****	- 1	-	1	1	 	1			1	1	
	27500	41	23	22	1	1	1		1					****
ther menual		3	29	29								2 1		_
orkers		21	1	1.1		1		1	11	1 1		1 1	1 1	
	'	1	1	1.]	- 1	- 1	i	Ī	1			1 1	11	
TOTAL NUMBER OF EMPL	OYEFS	= =	728 I			*******	******		******	*****	******			
annual or Line		1	328	226	102			1	3	2	1 1	17	11 }	

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2

Part 8 Page 1

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE Reporting Period: 1989 Location: National (Canada) X Province/Territory 10 ONTARIO Designated CHA 11 Persons with | Members of OCCUPATIONAL | Top and |Q| All Employees | Aboriginal Peoples | Disabilities | Visible Minorities bottom of |U|------|salary range|A| Total | | Total | | Total | GROUPS | | Total | | [R] Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 | Upper-level 131 1 managers 121 111 1 1 i 22 | 2 | 221 141 Middle or other 131 -1 - 1 1 menagers 111 -1 - 1 1 1 1 = | = | = 141 Professionals 131 121 111 -1 1 1 1 **** | * | * 141 Semi-professionals 2499 131 and technicians 0 121 1 0 |1| 1 1 1 -----141 Supervisors 1 121 111 1 -1 1 --1 ----12500 |4| Foremen/women 14999 131 1 |2| 1 0 [1]

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9 6 3

Name of Business:	0020	104	DAY & RO	OSS INC.					1	Industri	al Sector	r: 456	TRUCK TRAN	SPORT IN	DUSTRIES	S
Location:		. N	ational	(Canada)	X Provinc	ce,	Territor	y (speci	if	y) 10 ON	TARIO	•••••	Repor	ting Per	iod: 198	8
SALARY	A	l E	mployees	.	 Aboris	gir	nal Peopl	es	1		ons with			bers of Minorit	ies	
	Total	1	Hen	 Women	 Total	1	Hen	Women	1	 Total	Hen	Women	 Total	Hen	Women	
				Col. 3				Col. 6	1	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1	1:
< \$10,000	(1	0	0	0	1	0	0	1	0	0	0	0	0	1 0	0
\$10,000-\$14,999	(1	0	0] 0	1	0	0	I	0	0	0	0	0	}	0
\$15,000-\$17,499	6	-	0	6	0	1	0	0	1	0	0	0	0	0	0	0
\$17,500-\$19,999	27	'	1	26	1 0	1	0	0	1	0	0	0	2	0	1 2	2
\$20,000-\$22,499	21	1	4	17	1 0	1	0	0	1	1	0	1	4	1	3	3
\$22,500-\$24,999	17	1	3	14	0	1	0	0	1	0	0	0] 3	2	1	1
\$25,000-\$27,499	51	1	40	11	1 0	1	0	0	1	1	1	0	6	6	1 0	0
\$27,500-\$29,999	44	1	42	4	1 0	1	0	0	1	1	1	0	1 1	1	1 0	0
\$30,000-\$34,999	120	·	103	17	0	1	0	0	1	0	0	0	1	1	1 0	0
\$35,000-\$39,999	19	·	15	4	0	1	0	0	1	0	0	0] 0]	0	1 (0
\$40,000-\$49,999	7	· I	4	3	0	1	0	0	1	0	0	0	0	0	(0
\$50,000-\$69,999	8	. i	8	0	0	1	0	0	1	0	0	0	0	0	1 0	0
\$70,000 >		1	6	0	0	1	0	0	1	0	0	0	0	0	1 0	0
TOTAL NUMBER OF EMPLOYEES		1	226	102	0	1	0	0	-	3	2	1	17	11	6	6

Name of Business	:	00200	M DAY &	ROSS INC.					Industr	ial Sect	or: 456	TRUCK TRA	NSPORT IN	OUSTRI
Location:	****		Nationa	l (Canada)X Provi	nc	e/Territo	ry (speci	fy) 10 c	WTARIO	•••••••	Repo	rting Peri	od: 1
SALARY		ALL	Employe	es	 Abor	igi	inal Peop	les		sons with			mbers of	es
RANGES	 Te	otal	 Hen	Women	 Total		Hen	- Women	 Total	Hen	 Women	 Total	Hen	Vomer
	0	ol. 1	Col. 2	Col. 3	Col.	6 1	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 111	Col.
< \$2,500	L	1				0			*********	******	*******	*****	0	*****
\$2,500-\$4,999	1	1	0	1 1	1 0)	0	0	0	0				
\$5,000-\$7,499	1	0	0	1 0	1 0		0	********						•••••
\$7,500-\$9,999	 	20	1	19	*******		0				********		0	
\$10,000-\$12,499	 I	99			••••••			0	0		0	1	1	
\$12,500-\$14,999		43			•		0	0	0	0	0	5	2	
\$15,000-\$17,499							0	0	0	0	0	3	3	0
	•	4	4		0		0	0	0	0	0	0	0	0
\$17,500-\$19,999		0	0	0	0	1	0	0	0	0	0	0	0	0
\$20,000-\$24,999		0	0	0	0	1	0	0	0	0	0	0	0	0
\$25,000-\$29,999		0	0	0	0	١	0	0	0	0	0	0	0 ,	
130,000-139,999		0	0	0	0	1	0	0	0	0	0	0	0	
40,000-\$49,999		0	0	0	0	1	0	0	0	0	0 1	0		
> \$50,000		0	0	0	0	1	0	0	0 1	0 1			0	0
OTAL NUMBER OF	-	168	110	58	0	1	0 1	0 1	0 1	******	0	0	0	0
HPLOYEES		-	i	i		1		- 1	0	0	0	9	6	3

Name of Business:		DAY & RO						at Sector	. 430 11	RUCK TRANS	FORT IND	,
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory ((specify)	10 ONTA	810		Reporting	Period:	1989
OCCUPATIONAL	ALL	Employee	s	Aborig	inal Peopi	les		sons with			bers of Minorit	ies
	Total Number	•	Women	Total Number	•	•	Total Number	•	•	Total Number		Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Upper-level managers	2			0	0			0	0	0 1	0	0
Middle or other	4		:	0	0				:	0	0	(
Professionals	0	:	0 		0		*			0		(
Semi-professionals and technicians			0		0			0		0	0	(
Supervisors	0	:	l 0		0			0		0 	0	(
Foremen/women	2		0	0	0 			0	0		0	(
Clerical workers	37	4 	33 	0	0		0		0		3	
Sales workers	15		6 						0	: :	0	
Service workers	0	0) 0 i								0	(
killed crafts and rades workers	0	† 0 	0 		0	'	0	0	0	0	0	(
emi-skilled mnual workers	45	41 	1 4	0	0	0	0	0	0	1	1	(
ther menual	41		1 1	0	0	0	1	1	0	4	4	(
TOTAL NUMBER OF	146		44	0	0	0	1	1	0	16	8	8

						IME EMPLO			F:	orm 4	Part 8	
Name of Business:	00200	14 DAY & R	OSS INC.	•••••			Industr	ial Sector	r: 456	TRUCK TRAN	SPORT INC	U
Location:	Na	tional (C	anada) X	Province/1	Territory	(specify)) 10 ONT	ARIO		Reportin	g Period:	1989
OCCUPATIONAL	AL	l Employe	es	Aborig	inal Peop	oles		sons with			mbers of e Minorit	ies
GROUPS	Total Number	Hen	 Women	Total Number		 Women	Total Number		Women	Total		 Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col.
Upper-level managers		1 0	1 0	1 0		0	*****	0	********	********	0	*****
fiddle or other managers	0 	1 0			0 	1 0	0 			1 0	0	
Professionals	0 	0 	1 0	0 		0 	:					•
iemi-professionals and technicians	1 0	0 	1	0					0	0 	0	
Apervisors	0	0 	1 0	- 1	-				0	0	<u>'</u>	(
oremen/women	0 		0						0		0	
lerical workers	56 	3 		1	0 [1	0	0	•	6	1	5
ales workers	0	j 0 	0	0	 0 1	0	0	0	<u>'</u> 0	0	0	0
ervice workers	0	0	0	0	0	0	• • • • • • • • • • • • • • • • • • •	0	0		0	0
tilled crafts and rades workers	0		0	0	0	0	0	0	0	0	0	0
mi-skilled must workers	5	5		0	0	0	0	0	0	0	0	0
her manual rkers	131	128	3	1	1	0	0	0	0	10	10	0
OTAL NUMBER OF	192	136	56	2	1	1	0	0	0	16	11	5

Name of Business:	002004	DAY & ROS	S INC.				Industria	l Sector	: 456 TI	UCK TRANS	PORT IND	STRIFS
Location:		ional (Car				(specify)	10 ONTA	110	1	Reporting	Period:	1989
			ted (Emplo	oyees pro	noted duri		ear are to sve been i			in the oc	cupation	il group
OCCUPATIONAL	A	ll Employe	es	Abor	riginal Pe	eoples	•	ersons wi Disabilit			dembers of	
	Total Number	. ,	Women	Total Number	Hen		Total Number	•	•	Total Number	Hen	Women
	Cot. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
ipper-level mnagers	0 	0 	•	•		•	•	,	•	•		
fiddle or other	1 4] 3 					0 					0
Professionals	•	0		•			•					(
Semi-professionals and technicians	•	0	•		•		0		0 			•
Supervisors	2	1 0			0 -		l 0	6	1 0 1	1 01		,
Foremen/women	10 	9		*	0	•	0 	•	0			
Clerical workers	1 4	l 0		:	0	:	0 	0 	l 0	1	0	i '
Sales workers	3 	2		•	l 0) 0 	1 1	1 	l 0	0		(
Service workers	l 0						l 0			0	_	(
Skilled crafts and trades workers	•	•	•	[0	1 o	0 	l 0	l 0	1 0	1 0 1	0	1
Semi-skilled manual workers	5	:				0 	1 0	0 	1 0	0	0	1
Other manual workers	0 	0	i	0 	i	[0 [0 	0	0 	0	i	i
TOTAL NUMBER OF EMPLOYEES PROMOTED	1 28		•		'		1 1	1 	0 	2	1 	1
TOTAL NUMBER OF PROMOTIONS	1 28	[18	10	1 0	1 0	1 0	1 1	Į 1	1 0	1 2	1 _.	1

PERMANENT PART-TIME EMPLOYEES PROMOTED Form 5 Part 8

cation:	-	Natio		Cana	da) X		vince/Ter												Period:		
	Emp	loye	es pro	omote	4 /5~		ees promo	otec	durie	ng th	e ye	er are	la	be repo	ntec	i only i)	in the		upetiona	l gro	ups
OCCUPATIONAL		Al	l Emp	loyee	is	1	Abor	igi	nai Pe	ople	1			sons wi		! !			mbers of Le Minor		
1	Tota	per	Hen	1	Women	ij	Total Number	H			en	Total	1			omen		er		Wom	
	Col	. 1	Col.	2	Col.	3	Col. 4	Co	1.5	Col	. 6	Col. 7	1	Col. 8	10				Col. 11	Col	. 12
per-level		0		0		0		•	0	•	0	•	1	0	1	0	 	0	0	! 	0
iddle or other	 	0	 	0		0		 	0	1	0	1	1		1	0	! !	0 l	0	1	0
rofessionals	 	0	 	0		0	•	 	0	 	0	 	0		1	0	1	0		1	0
iemi-professionals		0		0		0	•	 	0	 	0	 	0	•) 	0	1	0	0	1	0
and technicians Supervisors	!	0	1	0	!	0			0		0	1	0	 	0 	0	 	0	0 	1	0
Foremen/women	1	1	1	1	1	0	1 0	1	0	 	0		0	 	0	0	1	0	0	1	0
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Sales workers	1		1 	0	 	0	1 0	1		 H	0	. <u></u>	0		0) 	0		0	0
 Service workers	1		 	0	1		1	0	(1			0		0		0	0	. <u></u>	0	0
 Skilled crafts an	1		0		 		 	0		0		0	0	-i 	0	 	0	0		0	0
trades workers	1		0	(1		 0	0		0		0		!	0	:	0	(. <u></u> 	0	
manual workers	1		0		i 		0 1	0		0		0		1 0	0	1	0		. <u></u> .	0	
Other manual workers		2228		2222						0 1	13222	 	-==	 ====== 0	====		0		 ======= 0	0	*****
TOTAL NUMBER OF	 ED		1 		1		0	0	l 	1		i		<u> </u>		i	i		1	1	
TOTAL NUMBER OF	1		1.1		1		0 [0	1	0		0		0	0	1	0		0	0	

Name of Breedest	00200				• • • • • • • • • • • • • • • • • • • •	********				••••••		
Name of Business:	002004	DAY & RO	SS INC.				Industri	el Sector	: 456 T	RUCK TRANS	SPORT IND	JSTRIES
Location:	Nat	ional (Ca	nada) X P	rovince/T	erritory	(specify)	10 ONTA	RIO	١	Reporting	Period:	1989
OCCUPATIONAL	ALL	Employee	s	Aborig	inal Peop	les	,	sons with abilities		Men	mbers of Hinorit	ies
GROUPS	Total Number		•	Total Number	•		Total Number			Total Number		Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 1
Jpper-level menagers	1		•			0			•	0	0	(
fiddle or other managers	8					1 0		0	0	ļ 0	0	(
Professionals	0	:	l 0	•	•	0	0	0		[0	0	:
Semi-professionals and technicians			0 		:	0		0	[0	0 	0	(
Supervisors	2		1	0		0				0	0	(
For emen /women	2	•	0 			0			0	1 0	0) (
Clerical workers	40 	3 	37 	0	0 	0 	0	0	0	9	2	7
Sales workers	16		1 4		:						1	(
Service workers	0	:	0 			0		0				(
Skilled crafts and trades workers			l 0					0	0	j 0	0	(
Semi-skilled manual workers	19	:	1 1	0	:	0	0	0	0	:	1	0
Other manual workers	19	i	0	0	0	0	0	0	0	2	2	C
TOTAL NUMBER OF EMPLOYEES TERMINATED	107		44	0	0	0	0	0	0	13	6	7

Name of Business:		4 DAY &	ROSS INC.					trial Secti	or: 454	TOUCH TO	*******			
Location:	Na	tional (Canada) X	Province	/Territo	Ty (specif				TRUCK TRA				
	1					*******				Reporti	ng Perio	d: 1989		
OCCUPATIONAL	ALI	Employe	res	Abor	iginal Pe	oples		ersons wit isabilitie		M	Members of Visible Minorities			
GROUPS	Total Number		 Women	Total Number			Total	 Hen	Homen					
	Col. 1	Col. 2	Cot. 3	Col.	Col.	5 Col. (5 Cot . :	7 Col. 8	l Cal O	1 *************************************	Hen	Women		
Upper-level managers	1 0	1 0					1	0 0] 0	0	*******	1 Col. 1		
Middle or other	0		1 0	0	1 () 0	1				1	1 0		
Professionals	0	0	1 0	-	1 0	1 0	1 0	1 0	<u> </u>	1	İ			
Semi-professionals and technicians	0	0			 0	1 0	İ	<u> </u>	İ	1		<u> </u>		
Supervisors	1			<u> </u>	1	1	i	i	-	1 01	_	1 0		
	0	0	:	1 0	1 0			0		1	_			
Foremen/women	1 0	0	•			: -		l oi	0	0	0			
Clerical workers	42	3	-	, ,	0	1 1	0		0	3	10	3		
Sales workers	0	0		0	0	0	Ó		0	0	ا ۱ 0	0		
Service workers	0	0	0	0	0	0	0	0	0	0	0	0		
killed crafts and crades workers	0	0	0	0	0	0	0	0	0	0	0	0		
emi-skilled	5	5	0	0	<u>'</u> 0 	0	0	0	0	0	0	0		
ther manual	104	103	1	3	3	0	0	0	0	10	10	0		
TOTAL NUMBER OF EMPLOYEES FERMINATED	151	111	40	4	3	1	0	0	0	13	10	3		

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2 Part A Page 1

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989 1 National (Canada) Province/Territory X Designated CMA 03 HALIFAX Persons with 11 Members of | Top and | Q | All Employees | Aboriginal Peoples | Disabilities | Visible Minorities OCCUPATIONAL | bottom of |U|------|salary range|A| Total | | Total | | Total | | Total | | GROUPS [R] Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Cot 1 | Cot 2 | Cot 3 | Cot 4 | Cot 5 | Cot 6 | Cot 7 | Cot 8 | Cot 9 | Cot 10 | Cot 11 | Cot 12 | Cot 13 70000 |4| 1 | Upper-level and over [3] - 1 1 - 1 1 menagers 0 |2| - 1 -1 0 |1| - 1 - 1 1 1 1 1 1 45000 |41 49999 Middle or other 131 20000 121 2 | 2 | 22499 111 5 | 3 | 22500 |41 1.1 1 1 24999 1 1 | Professionals 131 0 |2| 0 [1] -1 1 - 1 - 1 -1 1 - 1 ********* 141 Semi-professionals | 131 and technicians 121 111 17500 141 1.1 Supervisors 19999 131 - 1 1 1 0 |21 0 |1| - 1 - 1 \perp 1 1 1 =|=|: ********* 25000 141 27499 1.1 1 1 1 131 Foremen/women 22500 121 24999 [1] 2 1 2 |

	002004 DA			i	iious (F1)	er sector	: 456	TRUCK TR	ANSPORT 1	NDUSTRI	∉Reporti	ng Period	i: 198	39	
Location:	National (Canad	a)	Province	e/Territo	ory									
			• • • • • • •	• • • • • • • •					^	vesign	ated CHA	03 HALII	FAX		
OCCUPATIONAL	Top and Q All Empl			Employ	loyees Aboriginal Peoples					Persons with Disabilities			Numbers of		
f GROUPS	salary ra	ngelA	Total	1	1	I Total		••••••				Visible Minoritie			
1		IRI	Mumber	I Man	1.11		1		Total Number		i Women	Total Number	Man		
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:	22500	41	1	1	1		-	******	*******		1 COL 10	Cot 11	Col 12	Co	
Clerical workers	24999	131	4		1 4	1									
	1 12500	121	7		1 7										
**********			5		5	1 1							!		
Sales workers	40000	141	1			-	******	-	-	******		******	-		
	44999	131	1	1	1										
	25000	121	11	1					-				1		
******************	27499	1 ==l=l=	3	1			1	1	1			- !			
	1	141		******	******	*******			******	******	 	******			
Service workers		131													
		121						-							
************	-	1	1	I	- 1	1	1		1						
	1	141			******	*******	******	-	******		 	-	-		
Skilled crafts and		131		1	1								1		
trades workers		121				1	-								
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	25000	141	- 41 1	/4 1		******			-	-	-	1	1		
Semi-skilled	27499	131	21	2 1								ı	1		
menual workers	10000	121				-								_	
************	12499	[1]	1	1	1	1							i		
1		= ===	1.1		******	*******	*****	*****	-			- 1	- 1		
Other manual		131	20 1	20 1	!			i	1				********		
Horkers	15000	121	3	3 1						1			-	_	
	17499	111	1	1	1	1	-			1		1			
TOTAL NUMBER OF EMPLO	YEES	2 232	111	90	******	*******	******	***** ***					1		

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2

Part B Page 1

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE|Reporting Period: 1989 - 1 National (Canada) Province/Territory X Designated CMA 03 HALIFAX Persons with 11 Hembers of OCCUPATIONAL | Top and |Q| All Employees | Aboriginal Peoples | Disabilities | Visible Minorities | bottom of |U|-----GROUPS |salary range|A| Total | | Total | | Total | | Total | | |R| Number| Hen | Women | Number| Hen | Women | Number| Hen | Women | Number| Hen | Women Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 Upper-level 131 -1 1 1 1 1 menagers 121 1 111 1 1 1 1 1 1 - 1 - 1 -1 - [= = = 141 Middle or other 131 1 1 managers 121 T. 111 1 |=|= -----141 i Professionals 131 1 . 1 1 121 -1 111 - 1 1 1 -1 1 -1 -1=1= 141 Semi-professionals 131 1 , and technicians 121 111 1 1 L |=|= 141 Supervisors 131 1 1 121 [1] - 1 1 -1 1 1 1 141 131 - 1 1 1 121 1

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Name of Business:	002004 DAY &	ROS	SS INC.		ndustrial	Sector:	456 1	RUCK TRA	ANSPORT I	NDUSTR!	Reportin	g Period	l: 19	89
Location:	National (Cenada) Province/Territory X Designated CMA 03 HALIFAX													
OCCUPATIONAL	Top and bottom of					Abor	iginal P	eoples		ersons w	Members of Visible Minoritie			
GROUPS	salary rang	e A R	Total Number	 Hen	Women	Total	l Hen	 Women	Total Number	Men	l Homen	Total	l Man	1
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	12500	141	-	 	1 1			**************************************		******		*******	*******	-
Clerical workers	14999	131			1			1						-
	5000	121			1									-
	7499	1 = -	9	1	1 8	1			1 1					1
	1	-1-1 141			1	*********	*******			*******			*****	
Sales workers	İ	131												<u> </u>
	I	21												-
	<u> </u>	111	- 1		i				1					1
		(- - 4			 		-			*********	-	******	******	-
Service workers	i	131												
	1	121												1
***************************************		111	1			1	-		Î		ì	1		
		(= : 4		*******		*********	*********		********	-				
killed crafts and	i	131								!				_
rades workers	1	121							1					
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emi-skilled		141	15	14								1		
enual workers	-	121	11	1										
		111	1		1									
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ther manual		141	27	27				i		1				
orkers		3 2												
		1 <u>4</u> 1	1	1 1										
***********	*********	= =		, i 	- :				1	1	1	- 1	1	
TOTAL NUMBER OF EMP	LOYEES		56	45					******	******	******	******	******	***

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES

Form 2

Part A Page 1

Name of Business: 002004 DAY & ROSS INC. | Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE|Reporting Period: 1989 Location: National (Canada) Province/Territory X Designated CMA 04 MONTREAL 1 11 Persons with | Members of | Top and |Q| All Employees | Aboriginal Peoples | OCCUPATIONAL Disabilities | Visible Minorities |salary range|A| Total | | Total | | Total | | Total | GROUPS 1 R Number | Hen | Women | Number | Hen | Women | Number | Hen | Women | Number | Hen | Women [Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 70000 |41 11 11 Upper-level and over [3] 0 |21 0 |1| 1 1 50000 141 4 1 4 1 54999 131 4.1 2 1 2 1 1 - 1 1 Middle or other 22500 121 3 | 3 | managers 24999 111 1 | - 1 1 1 1 1 1 1 =|=|= 30000 141 | Professionals 34999 131 0 121 0 |1| 141 Semi-professionals 131 and technicians 121 [1] - 1 -1 1 1 1 1 1 =|=|: 22500 141 Supervisors 24999 22500 121 24999 111 1 | - 1 1 1 1 1 1 I 1 -- | -- | -

30000

34999

25000

27499 |1|

141

131

121

3 |

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Name of Business:	002004 DAY	& RO	SS INC.	11	ndustrial	Sector	456	TRUCK TRA	UNSPORT I	NOUSTRIE	Reportin	g Period	1989	
Location:	National (C	anadi	a) P	rovince	Territor	у	••••••	••••••	х	Designa	ted CMA	04 MONT	REAL	• • •
	1						•••••	••••••			•••••		•••••	
OCCUPATIONAL	Top and bottom o	[Q	ALL	Employe		Abor	iginal P	eoples		ersons w isabilit			Hembers of Le Hinorit	
GROUPS	salary ran	ge A	Total	i	1	Total	!	I	Total	i	I	Total	 	
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Olerate I	30000	141		1		L		1			_	********		**
Clerical workers	34999	131												-
	15000	121			1 12									
*************	17499	1 = =	25	1	24		1	1					1	
	30000	141	11	9	2	T-COLUMN 1				-	-	*******	-	Mag:
Sales workers	34999	131	4 1	3	1									_
	20000	121	2		2									_
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Service workers.	!	141							1		i	1		
Service MOIKEIS.	-	131							- 1	1		1		
	1	121							1			1		
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	1	141					******	******	******	****				-
Skilled crafts and	i	131												
trades workers		121	1		- 1									
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	30000	141	20	20	i	- 1	g		1	1			**********	
Semi-skilled	34999	131	61	61		1	1	1			-			-
menual workers	20000	121	21	2				1	1	1				-
**********	22499	11	1	1	1	1	- 1	1	Ī	1	1	-		-
	27500	141	20 1	19 1	1	-				-	-	-	*******	Haits
ther manual	29999	131	91	9 1	1	-								
orkers	17500	2	11	1 1	1	-			<u>-</u>					
	19999	111	5	5	1		1							_
		= =		-	******		*******		-			1	1	
TOTAL NUMBER OF EMPL	LOYEES	1	147	97	50 [1.1		1				*****	********	33

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part 8 Page 1

Name of Business: 002004 DAY & ROSS INC. |Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE | Reporting Period: 1989 Location: National (Canada) Province/Territory X Designated CHA 04 MONTREAL Persons with OCCUPATIONAL Top and | 9 | All Employees | Aboriginal Peoples | Disabilities | Visible Minorities |salary range|A| Total | | Total | | Total | GROUPS | Total | R Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Women Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 Upper-level -managers F =|=|= Middle or other -----Professionals = | = | = Semi-professionals and technicians [1] ==|=|= Supervisors -1 Foremen/yomen

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National (Canada) Province/Territory X Designated CNA 04 MONTREAL	Wame of Business:	002004 DAY &	AUG	J INC.	1	MASTE I BE	sector:	426	TRUCK TRA	MSPORT I	NUUSTRI¶	Reportin	g Period:	198	9
OCCUPATIONAL Top and Q All Employees Aboriginal Peoples Disabilities Visible Minorities Visible Mi	ocation:	National (Car	nada) Pr	rovince/	Territor	у	*****	• • • • • • • • • • • • • • • • • • • •	×	Designa	ted CHA	04 MONTR	EAL	
CCCUPATIONAL Top and Q	••••••		11	•••••	••••••			•••••	•••••	i p	ersons w	ith			
R	OCCUPATIONAL				, , .					j D	isabilit				
Col 1 Col 2 Col 3 Col 4 Col 5 Col 6 Col 7 Col 8 Col 9 Col 10 Col 11 Col 12 Col 12 Col 13 Col 4 Col 5 Col 6 Col 7 Col 8 Col 9 Col 10 Col 11 Col 12 Col 12 Col 12 Col 13 Col 4 Col 5 Col 6 Col 7 Col 8 Col 9 Col 10 Col 11 Col 12 Col 12 Col 13 Col 4 Col 5 Col 6 Col 7 Col 8 Col 9 Col 10 Col 11 Col 12 Col 12 Col 13 Col 4 Col 5 Col 6 Col 7 Col 8 Col 9 Col 10 Col 11 Col 12 Col 12 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 13 Col 14 Col 14 Col 14 Col 14 Col 15 Col 16 Col 10 Col 10 Col 10 Col 11 Col 12 Col 13 Col 14 Col 14 Col 14 Col 15 Col 16 Col 15 Col 10	GROUPS		A	Total		1	Total	ı	1	Total	1	1	Total		 I
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	Sales workers		_												
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		1											1		1
1	Service workers	-											1		
Skilled crafts and															
10000 4	***************************************	1	₽Ч 1=1:	ı		l 1			1				- 1		1
10000 4		1	141	1						********	******		*********	******	
1000 4	Skilled crafts and		_												-
10000 4	trades workers	-	2										1		
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Semi-skilled 12499 33	***************************************		1 1	*******	******		*******				-	-		-	-
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Other manual 14999 3		12500	141	1.1	1		1		1						****
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	workers	7500	121	20	20					1		1			
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TOTAL NUMBER OF EMPLOYEES 45 29 16 1			= =			,	******	******			******	******			****

Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES FORM 2 Part A Page 1

Name of Business:	002004 DAY &	ROS	S INC.	1r	dustrial	Sector:	456 T	RUCK TRA	INSPORT I	NDUSTRIE	Reporti	ng Perio	d: 19	189
Location:	National (Car	nada) Pr	ovince/	Territor	у			х	Designa	ted DIA	06 TORO	NTO	*****
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, 1		27500	141 17 1	17	
1	Other manual	20000	131 26 1	20.1	

111

29999

20000 11 111 1 | 1] 1 | TOTAL NUMBER OF EMPLOYEES | 253 | 167 | 86 | 1 3 | 2 | 1 [17 |

25 1

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Form 2 Part B Page 1

Name of Business: 002004 DAY & ROSS INC. |Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIE|Reporting Period: 1989 Location: National (Canada) Province/Territory X Designated CMA 06 TORONTO 1 11 Persons with Hembers of OCCUPATIONAL | Top and | Q | All Employees | Aboriginal Peoples | Disabilities Visible Minorities | bottom of |U|------|salary range|A| Total | | Total | | Total | GRUIPS | Total | [R] Number | Hen | Women | Number | Hen | Women | Number | Hen | Women | Number | Hen | Women Col 1 | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 141 | Upper-level 131 1 1 1 menagers 121 111 1 1 -|-|-141 Middle or other 131 1 -1 -- 1 1 - 1 managers 121 111 1 1 1 1 1 1 -1 ==|=|= 141 Professionals 121 [1] 1 1 =|=|= 0 |41 Semi-professionals 2499 131 and technicians 0 |2| 0 [1] -1 1 1 1 1 1 =|=|= Supervisors 131 121 111 1 1 1 1 =|=|= 12500 141 14999 Foremen/women 131 1 0 |21 0 [1] -1

dame of Business:	002004 DAY &	ROS	S INC.	Inc	Austrial	Sector:	456 T	RUCK TRA	NSPORT II	¥DUSTRI⊈: 	Reporting	Period:	198	9
ocation:	National (Car	ada) Pro	/ince/1	erritor	,	•••••		х	Designa	ted CHA	06 TORON	то	•••••
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OCCUPATIONAL	Top and bottom of	101		ployee		Abori	-		D 1	isabilit	ies	Visibl	e Minor	ities
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TOTAL NUMBER OF EM		1=1	*********	-	-		*****	******	******			******	******	****





CA,1 M -E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



A. W. FOSTER & SONS LTD.

2007

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Emplor et Immigration Canada Employment and Immigration Canada +

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMANY AND CRITECATION DF ACCURACY ÉQUITE EN MATIÈRE D'EMPLOI: DENTIFICATION DE L'EMPLOYEUR, SOMMANE DU RAPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

ANEA CODE NELEMBRE NUMBER

SOL MES 3,7,5,6,1,1,6 SCEAU DE LA SOCIÉTÉ CORPORATE SEAL 299. namé of officer responsale for employment equity - nom de l'agent responsable de l'équite en matière d'emploi 209 NWI-TA-D DMT-DMT OUK -0¢ N.S.44.E. N.B. 44.4. MAN - MAN B.C.C.4 PELLA SASK - SASK ALTA. ALB. MFLD.T.AL TKM-York. **(3)** O. Box 569, Hartland, New Brunswick, EOJ 1NO TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS DESIGNATED C NA AS Foster & Sons Ltd. Special Projects Co-ordinator VANCOUVER COMMON OR BUSINESS NAME - NOM USUEL OU BAISON SOCIALE EDMONTON MONTREAL TONOMIO DAMMANEG CALGARY HALFAX A. W. Foster & Sons Ltd REGIMA Michelle Foster-Manning ➂ (2) GÉOGRAPHIOUES EMPLOYEES LOCATED IN GEOGRAPHICAL MALLING ADDRESS - ADRESSE POSTALE (INDICATE NUMBER OF (MDIQUER LE NOMBRE POSITION TITLE - HTME OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS A . W . THAT THE MEGRAATION CONTAMED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST DE MY KNOWLEDGE AND BELLEF ۵. HEREBY CERTIFY ON BEHALF OF Buome of employer) , A LTESTE PAR LES PRESENTES ALI MOM DE (Mom de l' OUE LES RENSEGMENTS FOUNNES DANS LES FORMULAINES 1 A 6 DU MESENT BANTORT SONT, AUTANT QUE, RESACHE, VRAIS ET EXACTS A POU 0 . ① 0 Θ SIGNATURE - SIGNATURE -NO. OF EMPLOYEES NOMINE DE SALANES NO. OF ENAPLOYEES NO. OF EMPLOYEES NOMBRE DE SALABES NO. OF EMPLOYEES HUMBER OF TEMPORARY EMPLOYEES MOMBRE DE SALABIES TEMPORABES 209 N/A NAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DRINGEANT DE L'ENTREPRISE ÅDORESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES MATIONALE PRINCIPALL NUMBER OF PERMANENT PART-TIME EMPLOYEES MOMBRE DE SALARIES PERMANENTS A TÉMPS PARTIEL May 29, 1990 105 Michelle Foster-Manning Truck Transport Industries W. Foster & Sons Ltd Lansdown, New Brunswick Secretary/Treasurer ➂ FULL LEGAL MAME - NOM LÉGAL AU COMPLET MOUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ? INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 WIDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 MOUSTRIAL SECTOR 2 - MEANOR D'ACTIVITÉ 2 DATE - DATE -Gary R. Foster HUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE DE SALAMÉS PERMANENTS A TEMPS PLEN 108 ¥. AE. (MORA) (Plane) Θ Θ 0 3 (3 3 (3) MOM DE L'EMPLOYEUR NAME OF EMPLOYER ATTESTATION EMPLOYMENT CERTIFICATION D'EXACTITUDE CATEGORIES CATÉGORIES BRANCHE(S) AGENTS POSITION FONCTION INDUSTRIAL SECTOR(S) D'ACTIVITÉ ACCURACY OFFICERS SALARIÉS ADMESSE STATUS ADDRESS DE ö Line 3847(9-86) MR-AEEON 93 RAFFORM -QUZH-L-U4F-03 いつまるべんと KW4 OKH

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOM NISTRUCTIONS POUR REMPLE TOUS LES FORMULAINES

Employment and Employet kmmgration Canada

(Subsections 4(1) and 6(1) 1 paragraphes 4(1) et 6(1))

EMIN OYMENT EQUITY: EMN-OYER IDENTEKATION, REPORT SUMMARY AND CERTIFICATION DE ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLO: IDENTEKCATION DE L'EMPLOTEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

ANEA CODE TELEPHONE MUNICER

ON MANAGERO DE TELEPHONE

5,0,6 3,7,5,6,1,1,1 SCEAU DE LA CORPORATE SOCIÉTÉ SEAL 212 212 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI NWT-TALO ONT-ONT MAN - ACAN SASK -SASK MFLD - F. AL PELLAR ALTA.ALB QUE Q H.S.AL.E N.S. 4L-6. 8.C.C.4 TKM.-Yok. 3 O. Box 569, Hartland, New Brunswick, EOJ 1NO TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALABRES ALI CAMADA DESIGNATED CM AL Special Projects Co-ordinator VANCOUVER EDMONTON MONTREAL WINNEGG A. W. Foster & Sons Ltd. TORONTO HALIFAX COMMINDM OR BUSINESS NAME - NOW USUEL OU RAISON SOCIALE CALGARY REGINA Michelle Foster-Manning (B) GEOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL (INDICATE NUMBER OF (WDIQUER LE NOMBRE MAN ING ADDRESS - ADMESSE POSTALE POSITION TITLE - TITME OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS HAT THE WEGINALIAN CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KINDINGEDGE AND BELIEF ۵ DUE LES RENSEGUEMENTS FOLINIUS DANS LES FORMILIAAMES 1 A 6 DU MESENT RAPPORT SONT, AUTANT QUE 16 SAOHE, VRAIS ET EXACTS A 10US 6 HEREBY CERTIFY ON BEHALF OF (Nume of employer) ATTESTE PARLES PRESENTES AU NOM DE (Nam de l'e (a) 0 0 Θ SIGNATURE - SIGNATURE NO OF EMPLOYEES NOMBRE DE SALARIES NO. OF EMPLOYEES NO. OF EMPLOYEES MOMBNE DE SALARIES MO. OF EMPLOYEES MOMENTE DE SALARIE NUMBER OF TEMPORARY
EMPLOYEES
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TEMPORAINES ×× MAME OF CHEF EXECUTIVE OFFICER OF EMPLOYER - MOM DU MIEMER DINGGANT DE L'ENTREPRISE 13 ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NA TIONALE PRINCIPALE NUMBER OF PERMANENT PART-THME EMPLOYEES MOMBINE DE SALARIES PERMANENTS À TEMPS PARTIEL 1990 105 Michelle Foster-Manning 29, Truck Transport Industries A. W. Foster & Sons Ltd. May Lansdown, New Brunswick 13 Secretary/Treasurer INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ? INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 FULL LEGAL MAME - NOM LÉGAL AU COMPLET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 DATE - DATE Gary R. Foster NUMBER OF PERANNENT FULL-THAE EMPLOYEES NOMBRE DE SALAMÉS PERANAMENTS À TEMPS PLEIN POSITION TITLE - TITNE OU FONCTION 107 I. (Name) IE, (MOM) (9) 3 0 0 0 0 3 @ 3 (2) MOM DE L'EMPLOYEUR NAME OF EMPLOYER ATTESTATION CERTIFICATION D'EXACTITUDE EMPLOYMENT CATÉGORIES BRANCHE(S) CATEGORIES OFFICERS FONCTION INDUSTRIAL D'ACTIVITÉ SALARIÉS ACCURACY POSITION SECTOR(S) STATUS ADDWESS ADRESSE ŏ ğ 246604F AZZON 93 43724K> & W & O & F -042F-4-04F-02

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A. W. Foster & Sons Ltd.

Employment Equity

· 1989

A. W. Foster & Sons Ltd. has implemented an Employment Equity Plan upon which we hope will enable the Company to meet the goal of the Government of making sure we are reaching all possible people resources for employment. A. W. realizes that tapping into possible new resources for recruitment, not only puts them in line with the Governmental standards, but will allow the Company to keep its operations fully employed, especially since the future number of employees for all Companies is decreasing due to the fact that our birth rate is declining and the baby boomers are the Company's future.

A. W. Foster & Sons basically has two steps in their Employment Equity Plan:

- In all ads that they place, whether it be the paper or Unemployment Offices, they will be making the statement, "We are an Equal Opportunity Employer". A. W. Foster & Sons is now also broadening their ad placement into Indian Reserves. It is hoped that this additional statement will encourage all resources.
- 2. A. W. realizes that Employment Equity is more than just a program it is an attitude. An attitude that must start at the top of the organization and flow down through the organization to the bottom. One of the ways A. W. has relied upon for the recruitment is "word of mouth".

With the Senior Officers making a commitment to Employment Equity not only on paper but with verbal outward expression, they will be at the same time teaching the middle management to have this same commitment and to also express it verbally. Once the middle management has the commitment, they will in turn be passing it on to the bottom level employees. As the flow continues it will not stop at the boundries of the organization. The employees will carry the attitude out into the Community and Society whereby encouraging people who might never apply for position of truck driver may feel welcome and comfortable as they now apply.

A. W. Feels that the only limitations to their becominga successful Employment Equity Employer, is their geographical location. A. W. operates out of two locations, the first being in the heart of Carleton County, New Brunswick. A. W. runs 75% of their operation from this area. This area is known to be a very strong white Protestant farming Community. A place where by far and large their husband is the main bread winner and the wife the housewife. This typically is also not an area where visible minorities come to settle, due to the fact that these types of people tend towards large Metro centres such as Toronto, Montreal or port cities such as Saint John or Halifax. A. W. 's strenght can be in women as more and more take to the work force, as they are single mothers and aboriginals for they are within close range of two Indian Reserves and people with disabilities as long as these disabilities do not hinder them from driving a truck of which 95% of their employees are doing.

The other 25% of their operation is run out of Moncton, New Brunswick. Moncton is not a port city or a metro centre that visible minorities tend to settle in. There also is no Indian Reserve in the immediate area. Moncton is best known for being the transportation centre of the Maritimes. Anything moving from the East to the West and vice versa has to go through Moncton. A. W. feel that their main strentgh in this area will be women and disabled people. As in any city there will be more single mothers and single women doing the "so called non-traditional jobs". Again as long as the disability is such that it does not impede them from driving a truck, they will continue to look towards this area for employees.

As far as disabled people are concerned for both areas, any disabled person to whom the Government issues a Class 1 license for driving truck will be a welcomed asset with the Company.

One item to be noted here is that although A. W. employs part-time people they do not utilize temporary people. If there is a shortage, other full-time and part-time pick up the slack.

From this plan that A. W. Foster & Sons implemented in June of 1989 their first year has basically not known big changes in their percentages. However, A. W. Foster will continue to be an equal opportunity employer and will strive their best to accomodate all types of people and backgrounds.

Employment Equity

	Percentage Comparison 1988 Canada Truck Transport Sector	1987 A.W.	1988 A.W.	1989 A.W.	1988 NB All Secotrs
Men	85%	97%	95%	96%	66%
Women	15%	3%	5%	4%	34%
Aboriginal	1%	1%	2%	2%	.5%
Visible Minorities	1%	0%	0%	0%	2%
Disabled people	2%	0%	5%	6%	1%

As seen from the percentages, A. W. Foster is running behind in the transport sector in the area of women. This will be in the next year and a half looking more in this market for more potential employees.

Emploi et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

form Page 1 Partie A, Page 1

Reporting Period: Période de rapport: Designated CMA (specify) RMR désignée (préciser) Truck Transport Industries Industrial Sector: Branche d'activité New Brunswick Province / Territory (specify)
Province / territoire (préciser) A. W. Foster & Sons Ltd. National (Canada) National (Canada) \boxtimes NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Location-Endroit

Women Col 13 Members of Visible Minorities Membres des minorités visibles Men Col 12 Total Number Nombre total Col 11 Women Col 10 Persons with Disabilities Personnes handicapees Men Col. 9 Total Number Nombre total Col. 8 Women Col. 7 Aboriginal Peoples Autochtones Men Col 6 Total Number Nombre total Col. 5 Women Col 4 All Employees Tous les salariés Men Col 3 Total Number Nombre total Col. 2 Quarte Top and bottom of salary range Maximum et minimum de l'echelle de remuneration 34000 -34999 17500 -25000 -27499 20000 -22499 Occupational Groups Categories professionnelles Middle or other managers Cadres intermediaires et autres cadres Semi-professionals and technicians Semi-professionnels et techniciens Upper-level managers Cadres superieurs Foremenwomen Contremaitres Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires .

EMP 3871 (9-86)

• • 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter! 1 représente les salaires du quart le moins élevé; 4 represente les salaires du quart le plus élevé



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Employment and Immigration Canada Emploi et Immigration Canada

Occupational Groups	Top and bottom of salary range	:	1-	All Employees Tous les salariés		ब	Aboriginal Peoples Autochtones	*	Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minornies Membres des minorites visibles	normes i visibles
Categories professionnelles	minimum de l'échelle de remunération	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Mombre total	Men Hommes	Women	Total Number Mombre total	Men Hommes	Women
	Col 1		Col. 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
Clerical workers	46	₩ m												
	12500 -	7	2		2									
Sales workers Employes du secteur de la vente		4 m % -												
Service workers Employes du secteur des services		4 W W -												
Skilled crafts and trades workers Travaileurs qualifies et artisans		4 m // -												
Semi-skilled manual workers Tavailleurs manuels specialises	30000 - 34999 12500 - 14999	4 m ~ -	43 37 10 8	42 37 10 8	1	2	2		4	4				
Other manual workers Autres travailleurs manuels		4 m ~												
TOTAL NUMBER OF EMPLOYEE	FEMPLOYEES		108	104	4	2	2	N/A	9	9	W / N	4/14	N/N	4/14

EARP 3871(9-86)P 2

. Trefers to the lowest salary quarter; 4 refers to the highest salary quarter! represente he stalaires du quart le mons êtere, 4 represente hes talaires du quart le plus éleve

Employment and Immigration Canada Emploi et Immigration Canada

Form 2 Part B. Page 1

19 89

Reporting Period: Période de rapport.

OCCUPATIONAL GROUPS: PERMANENT PART: TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PARTIEL* Industrial Sector: Branche d'activité

Truck Transport Industries

New Brunswick

Province / Territory (specify) Province / territore (preciser)

Ø

National (Canada) National (Canada)

W. Foster & Sons Ltd

Α. B

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise: Location-Endroit

Designated CMA (specify) RMR designee (preciser)

Persons with Disabilities Personnes handicapees Men Total Number Nombre total

> Women Col 7

Total Number Nombre total Col. 5

Women Col 4

Total Number Nombre total

Quart

Top and bottom of salary range Maximum et minimum de l'échelle de remuneration Col 1

Occupational Groups Categories professionnelles

Col 2

12500

Middle or other managers Cadres intermediaires et

aufres cadres

Professionals Professionnels

Upper- level managers Cadres superieurs

Semi-professionals and technicians Semi-professionnels et techniciens

Aboriginal Peoples Autochtones Men Col. 6

All Employees Tous les salariés Men Col. 3

Women

Members of Visible Minorities Membres des minorités visibles

Col. 10 Col 9

Col 8

Col. 11

Total Number Nombre total

Men 2 19

Women Col 13

Trefers to the lowest salary quarter, 4 refers to the highest salary quarter!
 Insprésente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé.

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps plein et les salariés temporaires

ForemenAvomen

Supervisors

1 4 (40 A) ORRE 1441 Confremaitres

NOTE. See instructions NOTA: Voir instructions												Form Formulaire	laire 2 Partie.	re. Page 2
Occupational Groups	Top and bottom of salary range Maximum et	:		All Employees Tous les salariés		ď	Aboriginal Peoples Autochtones	2	Perso Perso	Persons with Disabilities Personnes handicapées	itties	Membre	Members of Visible Minorities Membres des minorités visibles	visibles
Catégories professionnelles	l'échelle de remunération	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col 8	Col 9	Col 10	Cot 11	Col 13	20,000
Clerical workers		4 6												5
Employes de bureau	5000 - 7499	2	2		2									
Sales workers Employes du secteur de la vente		4 m ~-												
Setvice workers Employes du secteur des services		7 6 7 -												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4 W V -												
Semi-skilled manual workers Travailleurs manuels specialises	5000 - 7499 2500 - 4999	4 ~ ~ -	43 6	51 43 2 6										
Other manual workers Autres travailleurs manuels		4 m ~-												
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	OE SALANIÉS		105	103	2	N/A	N/A	N/A	N/A	N/A	N/A	4/1	4/N	4 7 2
1 NAV Salac (N-86) 7- 2			Trafface to the lo								14/11	11/11	W/W	N/A

... Trefers to the lowest salary quarter. 4 refers to the highest salary quarter! Trepresente his salarres du quart he moins eleve; 4 représente hes salaires du quart he plus élevé.

Employment and Immigration Canada Emploi et Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PLEIN*

Form formulaire 3 Parte A

Women N/A Members of Visible Minorities Membres des minorités visibles Men 50 Truck Transport Industries Total Number Nombre total Reporting Period: Periode de rapport: Col 10 N/A Women Col 9 N/A Persons with Disabilities Personnes handicapees Men Hommes Col. 8 9 Industrial Sector: Branche d'activité Total Number Nombre total Col. 7 9 9 New Brunswick Women Col. 6 N/A Aboriginal Peoples Autochtones Men Province / Territory (specify)
Province / territoire (preciser) Col. 5 2 2 Total Number Nombre total Col. 4 2 Women Col. 3 2 A. W. Foster & Sons Ltd. All Employees Tous les salariés Men Hommes Col. 2 8 2 43 10 37 National (Canada) Total Number Nombre total 00 m 2 9 9 37 44 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS \$70,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$50,000 - \$69,999 \$30,000 - \$34,999 835,000 - \$39,999 \$40,000 - \$49,999 Under Moins de \$10,000 \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 827,500 - \$29,999 NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise Location-Endroit

(99-6) 99-9E JAN 7

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

Canadä

Employment and Immigration Canada Employet Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES*
PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PARTIEL *

NOTE. See instructions NOTA Vov instructions

form formulaire 3 Partie 8

N/A Members of Visible Minorities Membres des minorites visibles Men Cot 11 N/A 19 89 Truck Transport Industries Total Number Nombre total Reporting Period: Periode de rapport. Col 10 N/A Women 6 100 N/A Persons with Disabilities Personnes handkapees Men (e) N/A Industrial Sector: Branche d'activité Total Number Nombre total Col 7 N/A New Brunswick Women g loo N/A Aboriginal Peoples Autochtones Province / Territory (specify) Province / territoire (preciser) Men Hommes Col S N/A Total Number Nombre total Col 4 N/A 图 Women Col 3 2 W. Foster & Sons Ltd. All Employees Tous les salariés Men Hommes Col 2 103 94 National (Canada) National (Canada) Total Number Nombre total Col 1 105 96 Å. 8 TOTAL NUMBER OF EMPLOYEES MOMENT TOTAL DE SALARIES \$50,000 and over SALARY RANGES ECHELLES DE RÉMUNERATION \$17,500 - \$19,999 \$12,500 - \$14,999 \$20,000 - \$24,999 \$10,000 - \$12,499 \$15,000 - \$17,499 \$25,000 - \$29,999 \$30,000 - \$39,999 \$40,000 - \$49,999 Under Morns de \$2,500 \$5,000 - \$7,499 \$2,500 - \$4,999 \$7,500 - \$9,999 Name of Business Nom de l'entreprise Location-Endroit

Use separate Parts for permanent full-time and tempotary employees Utiliser les autres parties pour les salaries permanents à temps plein et les salaries temporanes

190-53 60-001

A. W. Foster & Sons Ltd.

NOTE: See instructions NOTA: Voir instructions Name of Business: Nom de l'entreprise:

Location-Endroit

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector: Branche d'activité:

Form formulaire A Parte A

Truck Transport Industries

19 89

Reporting Period: Période de rapport:

Province / Territory (specify) New Brunswick Province / territoire (preciser) 3 National (Canada) **B**

		All Employees . Tous les salaries		4	Aboriginal Peoples Autochtones	\$	Pers	Persons with Disabilities Personnes handicapées	2 2	Memb	Members of Visible Minorities Membres des minorités visibles	Orities
Occupational Groups Categories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women
	Col. 1	Col. 2	Col.3	Col 4	Col. 5	Col. 6	Col. 7	Col 8	Col. 9	Col 10	Col. 11	Col 12
Upper-level managers Cadres superieurs												
Middle or other managers Cadres intermediaires et autres cadres												
Professionals Professionnels												
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors	2	2										
Furemenwomen Contremaitres												
Cherical workers Employes de bureau	1		1									
Sales workers Employes du secteur de la vente												
Service workers Employes du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	69	89	-	m	т							
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS	72	70	2	3	က	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Use separate Parts for permanent part time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

£84P 3870 (9-86)

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL*

Form formulaire 4 Parties Women Col 12 Members of Visible Minorities Membres des minorités visibles Men Hommes Col 11 1989 Total Number Nombre total Col 10 Truck Transport Industries Reporting Period: Periode de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col 8 Total Number Nombre total industrial Sector: Branche d'activite Col 7 Women Col 6 Province / Territory (specify)
Province / Territoire (préciser)
New Brunswick Aboriginal Peoples Autochtones Men Hommes Col 5 Total Number Nombre total Col 4 Women A. W. Foster & Sons Ltd. Col 3 All Employees Tous les salaries Men Col 2 Total Number Nombre total National (Canada) National (Canada) Col 1 Occupational Groups Catégories professionnelles Middle or other managers NOTE: See instructions
NOTA: Voir instructions
Name of Business:
Nom de l'entreprise: Upper-level managers Cadres superieurs Lucation-Endrort

Cadres intermediaires et autres cadres												
Professionals Professionnels												_
Semi-professionals and technicians												
Supervisors	-	-										_
t oremen/women Contremaitres												
Cherical workers Employes de bureau	-		-									
Sales workers Employes du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans												
Semi-skilled manual workers Travailleurs manuels specialises	27	27										
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE TOTAL DE RECRUTEMENTS	29	28	-	N/A	N/A	N/A	N/A	A/N	0/N	N/A	4/14	
1 har 3490 (9-86)	I Ice constate Da	the constate Parts for norm annual till constate	full time and the					W/W	W/W	W/ W	N/A	N/A

Use separate Parts for permanent full-time and temporary employees
 Utiliser les autres parties pour les salariés permanents à temps plein et les salaries temporaires

Emp

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire 5 Partie A

Col 12 N/A Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promised fea salaries promise a Uniterieur de laquelle is ont ete promote on a Finterieur de laquelle is ont ete promote on dernier) Men 68 61 Col. 11 N/A Reporting Period: Période de rapport Total Number Nombre total Col 10 Truck Transport Industries N/A Women N/A Col 9 Persons with Disabilities Personnes handicapées Men Col. 8 N/ Total Number Nombre total Industrial Sector: Branche d'activité Col 7 N/A Women New Brunswick Col. 6 ×× Aboriginal Peoples Autochrones Men Col. 5 N/A Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total N/A Col 4 Women Col. 3 N/A A. W. Foster & Sons Ltd. Ø All Employees Tous les salariés Men Hommes Col. 2 2 Total Number Nombre total National (Canada) National (Canada) Col 1 2 TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIÉS PROMUS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Catégories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS semi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Sales workers Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialisés Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Ciercal workers Employes de bureau Name of Business: Nom de l'entreprise: Foremenwomen Contremaitres Location-Endroit Professionnels Professionals Supervisors

EAST. 3869 (9-86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

E E

NOTE: See instructions NOTA: Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Formulaue 5 Paries

Women Col 12 Members of Visible Minorities Membres des minorities visibles N/A Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus au cours de l'année doivent être inscrits seulement dans la categorie professionnelle à laquelle ou a l'intérieur de laquelle its ont êté promus en dernier) Men 1999 11 100 N/A Reporting Period: Periode de rapport: Total Number Nombre total Col. 10 N/A Truck Transport Industries Women N/A Col 9 Persons with Disabilities Personnes handicapées Men Col B N/A Total Number Nombre total Industrial Sector: Branche d'activité Col. 7 N/A Women Gol 6 New Brunswick N/A Aboriginal Peoples Autochtones Men Col. 5 Province / Territory (specify) Province / territoire (préciser) Total Number Nombre total Col. 4 N/A Women Col. 3 N/A A. W. Foster & Sons Ltd. \boxtimes All Employees Tous les salariés Men Hommes Colo N/A Total Number Nombre total National (Canada) National (Canada) Col. 1 N/A TOTAL NUMBER OF EMPLOYEES PROMOTED MOMBRE TOTAL DE SALARIES PROMUS Ø Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL NUMBER OF PROMOTIONS MOMBRE TOTAL D'AVANCEMENTS Semi-professionals and technicians Semi-professionnels et techniciens Service workers Employés du secteur des services Skilled crafts and trades workers Travailleurs qualifies et antisans Sales workers Employés du secteur de la vente Travailleurs manuels specialises Semi-skilled manual workers Autres travailleurs manuels Other manual workers Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business: Nom de l'entreprise Foremen/women Location-Endroit Professionals Professionnels Contremaitres Supervisors 1 MP 3483 (9-46)

Attition les autres o

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires



NOTE: See instructions NOTA · Voir instructions

Name of Business: Nom de l'entreprise

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Industrial Sector: Branche d'activité

Form formulaire 6 Partie A

Women Col 12 N/A Members of Visible Minorities Membres des minorités visibles Men Col 11 N/A Total Number Nombre total 1989 Col 10 | Iruck Transport Industries | Reporting Period: | Periode de rapport: 196 N/A Women Col 9 N/A Persons with Disabilities Personnes handicapées Men Col 8 N/A Total Number Nombre total N/A Col. 7 Women Col 6 Province / Territoire (préciser) New Brunswick N/A Aboriginal Peoples Autochtones Men Hommes Col. S m ന Total Number Nombre total Col 4 m Women Col 3 A. W. Foster & Sons Ltd. 2 All Employees Tous les salariés Men Col 2 9 64 National (Canada) National (Canada) Total Number Nombre total Col 1 89 9 2 × Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles TOTAL MUMBER OF EMPLOYEES TERMINATED MUMBERS TOTAL DE CESSATIONES DE FONCTIONES Semi-professionals and technicians Semi-professionnels of technicians Skilled crafts and trades workers Travailleurs qualifies et artisans Employes du secteur des services Semi-skilled manual workers Travailleurs manuels specialises Employes du secteur de la vente Other manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Clerical workers Employés de bureau Furemen/women Contremaitres Location-Endroit Service workers Professionals Professionnels Sales workers Supervisors

FMP. 3872 (9-84)

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

NOTE: See instructions NOTA Voir instructions

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT PART-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PARTIEL*

Form formulaire 6 Partie 8

Col 12 Members of Visible Minorities Membres des minorites visibles Men 11 00 Total Number Mombre total 1989 Col 10 Truck Transport Industries Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapees Men Col. B Total Number Nombre total Industrial Sector: Branche d'activite Col 7 New Brunswick Women Col 6 Aboriginal Peoples Aufochtones Men Col. 5 Province / Territory (specify)
Province / Territore (preciser) Total Number Nombre total Col. 4 Women Col. 3 A. W. Foster & Sons Ltd 2 All Employees Tous les salariés Men Col. 2 2 Total Number Nombre total National (Canada) National (Canada) Col 1 4 **3** Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Service workers tmployes du secteur des services Skilled crafts and trades workers travailleurs qualifies et antisans Employes du secteur de la vente Semi-skilled manual workers Travailleurs manuels specialises Other manual workers Autres travailleurs manuels Upper-level managers Cadres superieurs Clerical workers Employes de bureau Name of Business Nom de l'entreprise Luremenwomen Location-Endroit Professionals Professionnels Sales workers Supervisors

1 BAP 3449 (9-84)

TOTAL MUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Canadä

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A







Governmen Publication

CA1 M -E52

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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FUNDY CABLEVISION LTÉE.

2008

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1	: NAME OF EMPLOYER	1 Charles dame a va ware	CONTICH OR BUSINESS NAME
E			: FURBY CABLE
X I	:	ADDRESS OF PRINCIPAL PLACE OF BUSINESS	: MAILING ADDRESS
I F		: 199 CHESLEY BRIVE : SAINT JOHN, N.B. EZK SS9	: ! Same :
C A	· WILLERS	•	NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY
I		C.W. STANLEY	MARGO BECKVITH-BYRNE
D N	POSITION	:	POSITION TITLE : AREA CODE TELEPHONE NUMBER
	************************************	VICE CHAIRMAN AND CEO	HUMAN RESOURCES ADMINISTRATOR: 506 : 634 - 5800
	:	I INDUSTRIAL SECTOR 1 : MD. OF : EMPLOYEES : TELECOMMUNICATION BROADCASTING : 230	: DESIGNATED CMAs : PROVINCES/TERRITORIES
į	;		CALSARY : 0 : DNT : 0
	i i	I IXDUSTRIAL SECTOR 2 : NO. OF : EMPLOYEES :	· caranton · v _ N.3. · 0
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	SCCION(3)	: EMPLOYEES :	MUNISER OF MONTREAL 0 B.C. 0 EMPLOYEES
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:	CATEGORIES	EMPLOYEES : EMPLOYEES :	TOTAL EMPLOYEES IN CANADA 230
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:		I, (Name) DONALO A DURANT (Name of Employer) FUNDY CABLE IT	HEREBY CERTIFY ON BEHALF OF
:		INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND	REPORT IS TRUE AND ACCHOATE IN
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:	ACCURACY :		SEAL SEAL
;		0	SIGNATURE Lord Sold Sold Sold Sold Sold Sold Sold Sol
:	:	DATE June 19 1990	SIGNATURE // LIMINA

NAME OF FMDLOYER		į.		TOTAL SECTION OF THE	CONTION OF BUSINESS NAME			
	FUNDY CABLE L'ID/L'TEE	UDALTEE		FUNDY CABLLE				
	ADDRESS OF PF	AUDRESS OF PRINCIPAL PLACE OF BUSINESS	BUSINESS	MATE ING ADDRESS	32			
ADDRESS	199 CHESLEY DRIVE SAINT JOHN, N.B. E2K SS9	ORIUE 4.8. E2K SS9		SAME				
OEETCEBE	NAME OF CHIEF	NAME OF CHIEF EXECUTIVE OFFICER OF EMA, DYER		NAME OF DEFICER RESPONSIBLE FOR EMPLOYMENT EQUITY	R RESPONSTBLE	E FOR EMPL	OYMEN! EQL	II LY
To the second	C.W. STANLEY			MARGO BECKWITH-BYRNE	H-BYINE			
MOLLLISON	POSITION TITLE	3		POSITION TITLE		HREA	AREA CODE TELE	FELEPHONE NUMBER
100	VICE CHAIRMAN AND CED	VICE CHAIRMAN AND CED		HUMAN RESOURCES ADMINISTRATOR	S ADMINISTRAL		506 1 63	634 1000
	INDUSTRIAL SECTOR 1	CTOR 1	NO. C		DESTGNATED CHAS	H H	PROVINCES/	PROVINCES/TERRITORIES
	I EL ECUMPIONI CA	IELECUMIONICATION BROADCASTING	230		CAI GARY	0	INO.	0
INDUSTRIAL	INDUSTRIAL SECTOR 2	CTOR 2	NO. OF EMPLOYEES	GEDGRAPHICAL	EDMONTON	0	N.S.	00
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	I INDUSTRIBLE SE	+ 2010	EMPLOYEES	EACH MEA!	LORONIO	0	SASK.	00
					VANCOUVER	0	NFLD	0
EMPLOYHENT STATUS	NUMBER OF PERMANENT FULL-TIME	NUMBER OF PERHANENT PART-TIME	NUMBER OF TEMPORARY EMPLOYEES		WINNIPEG	0	X.E.J.	00
CATEGORIES	173	54	6		TOTAL EMPLOYEES IN CANADA	EES IN CA	NADA	230
CERTIFICATION	I, (Name) I Nome of Emplo INFORMATION CC EVERY RESPECT	I. (Name) DONALO A DURANTI, HERBY CERTIFY ON BEHALF OF THAN THE SHERPH CONTINUED IN FORCE I TO 4 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELLE.	DURANT /////	, HEREBY CER REPART IS TRUE D BELTEF.	, HEREBY CERTIFY ON BEHALF OF THAT IN HAUE AND ACCURATE IN	EHALF OF THAT THE RATE IN		CORPORATE
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ACCURACY						1		
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Esoloyment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Form 2

Part A Page 1

Name of Business:	002008 FUNDY	CHE	LE LID/L	;	oustriai	Sector:	481 11	ELECURAU	NICATION	BROADCA	Reporti	ng Period	i: 19	89
Location: X	National (Can	ada) Pr	rovince/	Territor	V				Designat	ed CMA			
OCCUPATIONAL	: Too and : bottom of	: :	A11	Employer	PS	Abori	ginal Pe	eoples	Pe	rsons wi sabiliti		Visib	1e∎bers le Minor	
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Semi-professionals	1	(3)				;		1	!					;
and technicians		121	:			8		1	1 !					!
=======================================		(1)	;			1		1	1	:				1
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	30000	121	!	!			1		:	!				!
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							Col 5 :	Col 6	Col 7	Col 8	Col 9	Col 10:	Col 11:	Col 12:	Col 13
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Other manual	; 45000	4:	3 ;	3		==;	*******	*******					;		******
workers	7500	:3; :2; :1;	2	2								;		;	

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES Fore 2 Part B Page 1

'Name of Rusiness: 002008 FUNDY CABLE LTD/LTEE 'Industrial Sector: 481 TELECOMMUNICATION BROADCA'Reporting Period: 1989 !Location: X Mational (Canada) Province/Territory Designated CMA Persons with OCCUPATIONAL : Top and :0: All Employees : Aboriginal Peoples : Disabilities : Visible Minorities ! : bottom of :U:----GROUPS :R: Number: Men : Women : Number: Men : Women : Number: Men : Women : Women : : Col 1 : Col 2 : Col 3 : Col 4 : Col 5 : Col 6 : Col 7 : Col 8 : Col 9 : Col 10: Col 11: Col 12: Col 13: : Upper-level aanagers 111 1 1 !------| 141 1 1 ! Middle or other 131 121 _____1 anagers 111 1 ! Professionals :3: 121 111 : Semi-professionals : :3: 121 1 and technicians !11 !=========| 141 :3: 1 Supervisors 12: 111 141 :3: : Foremen/women 121 111

ocation: X	Xational (Ca	nada) Pr	ovince/	Territor	·y				Designa	ted CMA			
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SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES Form 3 Part A ! Name of Business: 002008 FUNDY CABLE LTD/LTEE : Industrial Sector: 481 TELECOMMUNICATION BROADCASTING: X National (Canada) Province/Territory (specify) : Reporting Period: 1989 : Persons with Members of All Employees : Aboriginal Peoples Disabilities ! Visible Minorities : : : : : : : RANGES : Total : Men : Women : Total : Men : Women : Total : Men : Women Col. 1 ; Col. 2 ; Col. 3 ; Col. 4 ; Col. 5 ; Col. 6 ; Col. 7 ; Col. 8 ; Col. 9 ; Col. 10; Col. 11; Col. 12 ; : (\$10.000 4 ; 4.1 0 : 0 ; 0 ; 0: 0: 0 : 0 ; : \$10,000-\$14,999 : 30 ; 8 : 1: 1: 22 : 1 : 0 ; 0 ; 1 : 0: 0 ; : \$15,000-\$17,499 : 28 1 7 : 21 : 0: 0: 0 : 1: 0: 1 : 2: 1: 1 ! -----1 1 : \$17.500-\$19.999 ; 20 : 12 : 8 : 1: 0 : 0 : 0: 0 : 2: 1: 1 !-----: \$20,000-\$22,499 : 19 : 11 : 1: 8: 0 : 0: 0: 2 : 1: 0 : 0; 0 : \$22,500-\$24,999 : 14 1 8 : 6: 0: 0: 0 : 0 : 0 ! 0 : 0: 0 1 0 : \$25.000-\$27,499 1 14 1 11 1 3: 0: 0: 0 ; 1: 1 : 0: 1: 1; 0 : \$27.500-\$29,999 : 7: 4: 3 : 0 : 0 ; 9 ; 0 : 0 1 0 : 9 ; 0 : 0 1 -----: \$30.000-\$34.999 : 12 : 0 ; 10 : 2 1 0 : 0 : 1: 1 : 0 ; 0 : 0 : 0 : \$35,000-\$39,999 ; 7 : 6: 1: 0 : 0 1 0: 0 ; 1: 1: 0: 0: : \$40,000-\$49,999 : 11 ; 10 : 1: 0 : 0 : 0 ; 0 : 0 ; 0 ; 0 ; 0: 0 !-----1: : \$50.000-\$69.999 : 3: 2: 0 : 0 : 0 : 0: 0 : 0 : 0 : 0 : Ō \$70,000 > 4 : 4 : 1 0: 0 ! 0: 0 : 0: 0 ; 0 ; 0: 0: 0 : TOTAL HUMSER OF : 173 : 97 : 76 : 2 1 2: 0: 7 : 5 : : EMPLOYEES : : ; 1 1 1 .

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	PERMANENT	FULL	-IINE	EMPL DYFFS	HIRED
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Fore 4 Part A : Mame of Business: 002000 FUNDY CABLE LTB/LTEE : Industrial Sector: 481 TELECONNUNICATION RR ! Location: I Matignal (Canada) Province/Territory (specify) : Reporting Period: 1989 -------: Persons with Keabers of OCCUPATIONAL : All Esployees : Aboriginal Pepples : Visible Minorities Disabilities .-----**SRCUPS** : Total : ; : Total : . : Total : : : Total : : Number : Men : Nomen : Number : Men : Nomen : Number : Men : Nomen : Number : Men : Nomen : Col. 1 : Col. 2 : Col. 3 : Col. 4 : Col. 5 : Col. 6 : Col. 7 : Col. 8 : Col. 9 : Col. 10: Col. 11: Col. 12 : 0 : 0 : 0 : 0 : 0 : 0: leanagers - : - : 1 : - 1 - 1 : 1 :Middle or other 2.1 1: 1: 0: 0 : 0 : 0 ! 0 : 0 : 0 : 0 : !aanagers * - 1 - 1 - : - 1 : 8 2 1 1 1 1 **!Professionals** 1: 1 : 0: 0: 0 : 0 : 0 : 0 : 0 1 0 : 6 7 4 : . : 4 1 - 1 1 :Semi-professionals : 0 1 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0: 0 : 0: 0 land technicians : 1 * 1 - 1 . . : * :Supervisors 1: 1: 0.1 0: 0: 0 : 0: 0 : 0 : 0 4 . . 4 t - 1 1 - 1 : 1 4 1 1 1 :Foremen/women 0 : 0 : 0 : 0 : 0 : 0 : 0: 0 : 0: 0: 0 : . . : . - : 1 - 1 - 1 : 1 . 1 iClerical workers 15 : 1:1 14 : 0 : 0 : 0: 0: 0: 0 : 0 : 0 : 0 8 7 : . . 1 6 1 - 1 !Sales workers 7.1 4 : 3: 9 : 0 : 0 : 0 : 0: 0.1 0 : 0 1 1 1 1 - 1 4 7 - 1 1 Service workers 0: 0: 0: 0 : 0: 0: 9: 0: 0 : 0 . . 4 . 1 - 1 - : 4 : . 1 - 1 :Skilled crafts and : : 8 7: 1 ! 1: 1: 0 : 0 : 0 : 0 : 0 : 0 : 0 trades workers ; - 1 . 1 :Seai-skilled 2: 2.1 0: 0: 0: 0 : 0 : 0 : 0 : 0 : 9: 0 laanual workers - 1 - 1 4 : . - : 1 - 1 . - ; 4 Other manual 3 : 0.1 0 : 0: 0: 0: 0: 0 : 0: 0 : 0 : : 4 - : . 1

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PERHAMENT FULL-TIME EMPLOYEES PROMOTED

Form 5 Part A

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PERMANENT PART-TIME EMPLOYEES PROMOTED

Form 5 Part 8

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Name of Business:	002006			BLE LTD/	LT	EE					:	Industri	3	l Secto	r:	481 TF	ELECOMMUN	ICATI	ON B	ROADCA	STIME
Location:	I Na	tional	(Can	ada)	Pr					(specify)						;	Recortin	o Per	iod:	1989	
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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



ISLAND TELEPHONE COMPANY
LIMITED

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SCHEDULE II / ANNEXE II

EQUITÉ EN MATIÈRE D'EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY
EQUITÉ EN MATIÈRE D'EMPLOY: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE (Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

Form Formulaire

0,2,0,0 TELEPHONE NUMBER MUMÉRO DE TÉLÉPHONE CORPORATE SCEAU DE LA PROVINCE STERNITORIES PROVINCE STERRITORIES SOCKTÉ SEAL 0 00 0 0 0 0: 0 0 90 5, 6, 6, NAME OF DEFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÉRE D'ÉMMEN ANEA CODE W.T.-T.M. ONT.-ONF MAN-MAK SASK - SASK ALTA.-ALB. NFLD.T.W 8.C.C.B. PELLPE TKN - YUK. QUE.-Qc H.S. M.E. N.B. At. & (E CLA 7ML TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS AU CANADA The Island Telephone Company Limited 0 DESIGNATED C M AS R M R DESIGNÉES a C d 0 0 0 0 General Manager Corporate Services P.O. Box 820, Charlottetown, PE VANCOUVER EDMONTON MONTREAL WINNIPEG TORONTO COMMON OR BUSINESS NAME - NOM USUEL OU KAISON SOCIALE CALGARY Bernard P. MacIntyne GÉOGRAPHIOUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL MAILING ADDRESS - ADMESSE POSTALE (INDICATE NUMBER OF (INDIQUER LE NOMBRE POSITION TITLE - TITRE OU FOWCTION DE SALARIES DANS CHAQUE SECTEUR) SECTEURS EACH AREA) Island Tel AREAS 2 THAT THE INFORMATION CONTAINED IN FORMS 1.106 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, 10 THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARLES PRESENTES AU NOM DE (Mom de l'employeur) OUE LES NEMSEKGNEMENTS FOURNIS DANS LES FORMULAINES TA 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE LE SACHE, VIAIS ET EXACTS À TOUS ÉGANDS HEREBY CERTIFY ON BEHALF OF (Name of employer) 9 0 0 SIGNATURE - SIGNATURE -NO OF EMPLOYEES NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO OF EMPLOYEES EMPLOYEES
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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS .

MOTA: VOIR INSTRUCTIONS POUR REMPUR TOUS LES FORMULAIMES

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Employment and Immigration Canada

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

Form Formulaire

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PROVINCE S/TERRITORUES 360 SEAL 358 0 0 0 0 0 0 0 0 name of officer responsible for employment equity - nom de l'agent responsable de l'équité en matière d'émploi N.W.T.-T.M.O ANEA CODE NFLD - T - AL MAN.-MAN ASK SASK ALTA ALB TKN.-YOK. B.C.-C.-B. 3-4+130 ONT -OMF QUE Q N.S.M.E. N.B.-M.-6. Box 820, Charlottetown, PEI ClA 7Ml (3) General Manager Corporate Services The Island Telephone Company Limited TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALABRES AU CANADA DESIGNATED C M AS R M R DESIGNÉES 0 0 0 0 θ 0 0 0 VANCOUVER WINNIPEG EQUITÉ EMPLOYMENT EQUITY : EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE EDMONTON MONTREAL CORONTO HALIFAX REGINA COMMON OR BUSINESS NAME - NOM USUEL OU KAISON SOCIALE Bernard P. MacIntyre GÉOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL (INDICATE NUMBER OF (INDIQUER LE NOMBRE MAILING ADDRESS - ADRESSE POSTALE DE SALARIES DANS CHAQUE SECTEUR) POSITION TITLE - TITRE OU FONCTION SECTEURS Island Tel EACH AREA) AREAS THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCUNATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) P.0. OUE LES MENSEKUM MENTS FOURNIS DANS LES FORMULANES I A 6 DU PRÈSENI RAPPORT SONT, AUTANȚ QUE LE SACHE, VRAIS ET EXACTS A TOUS ECARD HEREBY CERTIFY ON BEHALF OF (Name of employer) 9 0 0 SIGNATURE - SIGNATURE NO. OF EMPLOYEES NOMBRE DE SALARIES NO OF EMPLOYEES NOMBRE DE SALARIÉS NO OF EMPLOYEES NOMBRE DE SALARIÉS NO. OF EMPLOYEES 69 Belvedere Avenue, Charlottetown, PEI CLA 7M1 NUMBER OF TEMPORARY EMPLOYEES NOMBRE DE SALARIES TEMPORAINES 40 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DANGEANT DE L'ENTREPRISE The Island Telephone Company Limited (9) ADDRESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NATIONALE PRINCIPALE PART-TIME EMPLOYEES
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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOM INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

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EXECUTIVE SUMMARY

The statistics indicate that Island Tel experienced a year of exceptional growth and internal opportunities during 1989.

How well Island Tel is doing in representing the Island work force is indicated in the following table. Island Tel operates in and draws our employees from all of Prince Edward Island.

Labour Force

P.E.I	•	Island Tel
Women	43%	40%
Natives	1%	0 %
Disabled	6%	1.6%
Visible		
Minoritie	s 1%	.3%

The high number of women employed at Island Tel as well as the statistics on promotions give a clear message of an equal opportunity employer. We have more work to do in this area as indicated in our Action Plan.

Another area requiring improvement is hiring the disabled. We look forward to working with Government to explore improvements in this area.

Encouraging Natives and visible minorities to qualify and apply for jobs at Island Tel is another Island Tel objective.

With the co-operation of Government, the Telephone Employees Union and the Communications Workers of Canada Union, Island Telplans to implement actions which will make Island Tel an equal opportunity workplace within the spirit of the Employment Equity Program and the Federal Contractors Program.

Employment and Immigration Canada Employer Immigration Canada

OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form Part A. Page formulaire 2 Partie A. Page Women 68 61 Col 13 0000000 0000000000 Members of Visible Minorities Membres des minorities visibles Reporting Period: Periode de rapport Men Hommes Col 12 0000000 a a a d a a a a 0.000 Total Number Nombre total 0000000 0000000 0000 Telecommunications Industry Women 0000 0.000 00000000000000 Designated CMA (specify) RMR designee (préciser) Persons with Disabilities Personnes handicapees Men 000000 0000 Total Number Nombre total Col 8 0 0 0 0 0 0 0 0.00 Women Prince Edward Island 0.00000000 0000000000 Industrial Sector Branche d'activite Aboriginal Peoples Autochtones Men 0000 0:0:0:0 0000000000 Total Number Nombre total 0000000 0:0:0:0 Province / Territory (specify) Province / territoire (preciser) Women 0000074 0 - 0 0 007 All Employees Fous les salarres Hommes Men 001000 +20. 7 1 1 0 Total Number Nombre total 00 1001100 T 8 0 -Quart National (Canada) National (Canada) of salary range
Maximum et
minimum de
l'echelle de
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Use separate Parts for permanent part-time and temporary employees
Utiliser les autres parties pour les salariés permanents à temps partiel et les salariès temporaires

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I refers to the lowest salary quarter; 4 refers to the highest salary quarter/ I represente les salaires du quart le moins élève, 4 represente les salaires du quart le plus élève



Employment and Immigration Canada Emploi et Immigration Canada

Occupational Grouns	Top and bottom of salary range	:		All Employees Tous les salariés		ď	Aboriginal Peoples Autochtones	\$	Perso	Persons with Disabilities Personnes handicapées	ities	Membe	Members of Visible Minorities Membres des minorites visibles	norities
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EMP 3871 (9-86) P.2

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Emplor et Immigration Canada Employment and Immigration Canada

3 Part A

Form

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÈS PERMANENTS À TEMPS PLEIN*

Col 12 a Members of Visible Minorities Membres des minorites visibles Men Col 11 d Telecommunications Industry 19 89 Total Number Nombre total Reporting Period. Col 10 O Women 6 100 d Persons with Disabilities Personnes handicapees Men Col 8 Industrial Sector: Branche d'activite: Province | Territory (specify) | Prince Edward Island Province | Territorie (preciser) Total Number Nombre total Col 7 C Women g loo a C Aboriginal Peoples Autochtones Men Hommes Col 5 Total Number Nombre total Col 4 Women Col. 3 a All Employees Tous les salariés Men Col. 2 National (Canada) Total Number Nombre total n/a Col 1 Island Tel TOTAL NUMBER OF EMPLOYEES MOMBRE TOTAL DE SALARIES and over SALARY RANGES ECHELLES DE REMUNERATION \$10,000 - \$14,999 \$15,000 - \$17,499 \$30,000 - \$34,999 850,000 - \$69,999 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$35,000 - \$39,999 \$40,000 - \$49,999 Under Moins de \$10,000 NOTE: See instructions NOTA. Voir instructions Name of Business: Nom de l'entreprise \$70,000 Location-Endroit

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties <mark>pour les salariés p</mark>ermanents à temps partiel et les salaries temporaires

LARP 3848 (9-86)

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

4 Part A

Form Formulaire

Women Col 12 0 0 0 0 Members of Visible Minorities Membres des minorités visibles Men Col. 11 0 0 0 0 Telecommunications Industry Total Number Nombre total Col. 10 0 0 0 0 Reporting Period: Période de rapport: Women Col 9 0 0 0 0 Persons with Disabilities Personnes handicapees Men Col 8 0 0 0 0 Total Number Nombre total Industrial Sector Branche d'activite Col 7 Province / Territory (specify)
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NOTA Voir instructions
Name of Business:
Nom de l'entreprise: Upper-level managers Cadres superieurs Employés de bureau Location-Endroit FuremenAvomen Clerkal workers Contremaitres Professionals Professionnels Supervisors

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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TOTAL NUMBER OF EMPLOYEES HIRED WOMBRE TOTAL DE RECRUTEMENTS

EMP 3870 (9-86)

Other manual workers Autres travailleurs manuels

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NOTE. See instructions NOTA. Voir instructions

Employment and Immigration Canada Emploret Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire 5 Part A

Women Col 12 0 0 0 0 0 0 0 0 Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted Salaries promus described as salaries promus au cours de l'annee dowent être inscrits seulement dans la categorie professionnelle a laquelle ou a l'intérieur de laquelle ils ont été promus en dérrier) 6861 Men Hommes Col 11 0 0 0 0 0 0 0 0 0 Telecommunications Industry Reporting Period: Periode de rapport: Total Number Nombre total Col 10 0 0 0 0 0 0 0 0 0 Women 6 100 0 0 0 0 0 0 0 0 0 Persons with Disabilities Personnes handicapees Men Col 8 0 0 0 0 0 0 0 0 0 Total Number Nombre total Industrial Sector Branche d'activite Prince Edward Island C 100 0 0 0 0 0 0 0 0 C Women Gol 6 0 0 0 0 0 0 0 0 0 Aboriginal Peoples Autochrones Men Col 5 0 0 0 0 0 0 0 0 Province / Territory (specify)
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Use separate Parts for permanent part-time and temporary employees

** Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

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Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

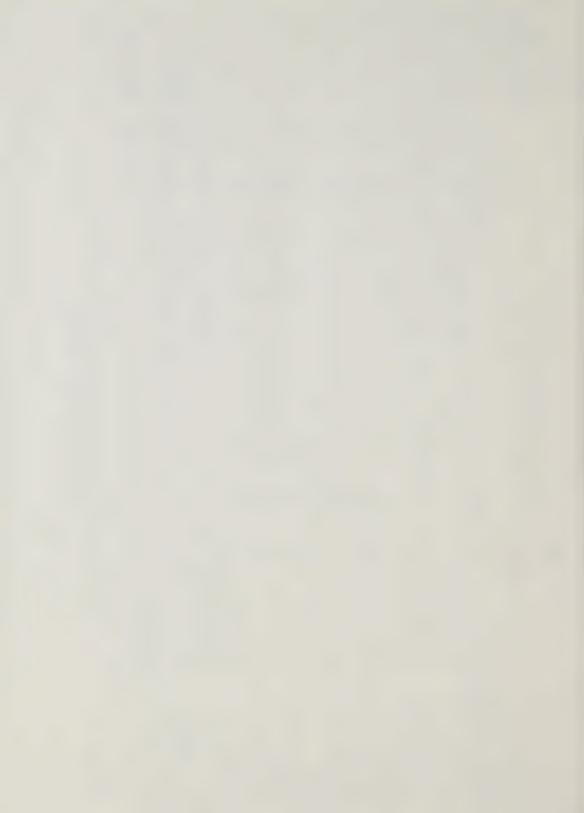
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Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporalies œ

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EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989

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1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989



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⁹ Minister of Supply and Services Canada 1990 ⁹ Ministre des Approvisionnements et Services Canada 1990

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		INDUSTRIAL SECTO TRUCK TRANSPORT	•	NO. OF EXPLOYEES		DESIGNATED	CHAs	PROVINCES/	TERRITORIES						
1 8	INDUSTRIAL	INDUSTRIAL SECTO		1 152 ! ND. OF	SEOSRAPHICAL AREAS	CALBARY	0	ONT.	1 17						
1 2	1	THEOUTHING GEORG	n 4	EMPLOYEES		EDMONTON	0	R.S.	72						
1 0	SECTOR(S)	INDUSTRIAL SECTO	R 3		(INDICATE	HALIFAX	0								
1 7				EMPLOYEES	NUMBER OF EMPLOYEES	MONTREAL	0	8.0.							
3 1		INDUSTRIAL SECTO	R 4	NO. OF	LOCATED IN EACH AREA)	RESINA	0	SASK.	70						
8				EMPLOYEES :		TORONTO	0	ALTA.							
R	PARI RIVERIE		~~~~~~~~~	1		VANCOUVER	0	NFLD 788	12						
1	EMPLOYMENT STATUS	NUMBER OF PERMANENT	NUMBER OF PERMANENT	NUMBER OF TEMPORARY		WINNIPER	0	N.N.T.	0						
	CATEGORIES	FULL-TIME : EMPLOYEES :	PART-TIME EMPLOYEES	EMPLOYEES											
	\$41E00#1E0 (131	3	3		FOTAL EMPLO	152								
CUIRPHILHOAFHO	CERTIFICATION OF ACCURACY	I, (Name) Srz !Name of Employer INFORMATION CONTI EVERY RESPECT, TO	AINED IN FORM O THE BEST OF	TELS TRANSPORTED SERVICE AND KNOWLEDGE AND	WIZT + LEA TREPORTISTRUE D BELISF.	SANG ZO TH TANG ACCURAT	AT THE		CORPORATE SEAL						
+		DATE Jan	£ 25, 19	70	SIGNATURE	Xten	M	lyspol	ly						

Employment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES Fore 2 Part A Page 1

Name of Business: 003003 BIG WHEELS TRANSPORT Mindustrial Sector: 455 TRUCK TRANSPORT INDUSTRIEREporting Period: 1989 Location: I National (Canada) Province/Territory Designated CMA Persons with ! Members of Disabilities ! Visible Minorities Aboriginal Peoples All Employees DECUPATIONAL Total Total Total Total Total Women Number Men Women Women bottoe of 101---|salary range|A! Total ! GROUPS IR! Mumber! Men Col 1 | | Col 2 | Col 3 | Col 4 | Col 5 | Col 6 | Col 7 | Col 6 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 60000 4999 Upper-level managers 60000 64999 15000 Middle or other managers 17499 Professionals Semi-professionals and technicians 30000 34999 20000 22499 Supervisors 30000 34999 22500 Foremen/women

24999

pretion: (National (Cana	da) Pr	ovince/	Territor	У				Designa	ted DMA					
OCCUPATIONAL	Top and	0 All	Employe	es	l Aberi	iginal P	eoples	ټ. اد	ersons e isabilit	ith :	Members of Visible Minorities				
SROUPS	boltom of salary range		Men	Homen	Total Number	Men	Women	Total Number	Men	Women	Total Number	Men	¥o≋en		
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Sol 12	Col 1		
Clerical workers	27500 27999 10000 12499	4! 2 ! 3! 35 ! 2! 35 !	<u>2</u> <u>18</u>	<u> </u>			1 1				1	1			
Sales workers	t t t t t t t t t t t t t t t t t t t	4													
Service workers		3													
Gkilled crafts and trades workers		1													
Semi-skilled Manual workers	30000 34999 10000 12499		23 23 10												
Other manual workers															

Engloyment and Immigration Canada OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES

Form 2 Part B Page 1

TName of Business: 000001 913 WHEELS TRANSPORT Hadustrial Sector: 456 TRUCK TRANSPORT INCUSTRIESSeporting Period: 1989 Designated DMA (Location: % Maticnal (Canada) Province/Territory Members of Persons with Disabilities Visible Minorities All Employees DCCUPATIONAL Top and 101 bottom of 101salary range Al Total : Total ! GROUPS Total : Number: Men : Women : Number: Men : Women : Number: : Ti Col 2 | Col 3 | Col 4 | Col 3 | Col 6 | Col 7 | Col 8 | Col 9 | Col 10 | Col 11 | Col 12 | Col 13 | Upper-level managers Middle or other managers Professionals Semi-professionals and technicians Supervisors Foremen/wowen

Mase of Business:	003003 31 6 WHEE	ILS TRANSF	2087 In	dustrial	Sector:	45a T	RUCK TRA	NSPORT II	NOUSTRIE	Reportin	g Period	: 1989	7						
Location: 7	National (Canad	ia) Pr	rovince/	/Territor	tory Designated CMA														
SCCUPATIONAL	Top and 2 bottom of U	411	Esploye	122	Abori	iginal f	eogles				Visib								
SROUPS	salary rangelA	Al Total : Ri Namber!	Men	Women	Total Number	Men	Wosen	Total Number											
	Col 1	Col 2	Cel 3	Cal 4	Col 5	Col 6	Col 7	Col 9	Col ?	Col 16	Col 11	Col 12	Col 13						
Clerical workers	15000 4 17499 3 15060 2 17499 1	· · · · · · · · · · · · · · · · · · ·	1																
Sales workers	3									1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1									
Service workers	: 4 : 7 : 7 : 1										1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1								
Skilled crafts and trades workers	1 11																		
Semi-skilled manual workers	1 10000 141 1 12499 131 0 121	1 :	1		1														
Other manual workers	77																		
TOTAL NUMBER OF EMPL	TOASE2	3 1	2 1	1		1	.=======[=======================================	=======										

						SAL	42	Y SUMMA	R	Y: PERI	1A1	NEN	IT FULL	-	TIME	EX	P1_	045E2					For	21	3	11.	art	A	
Name of Business	:	0030	03	SIG WH	ĒĒ	LS TRAN	SP	ORT & L	Ē					-	Int	ius	ŧ,	:al 3a	ct	or	. 45 8	7.5	NUCK T	RA	NSPORT	13	eve	815	3
Location:			 %	Mationa	1	Canada)	Previo	- C	e/Terri	t	ory	((spe:	-	fy)								! Ra	 20	rting R	er	iod:	:0	£?
SALARY		All Employees						: Aboriginal Peoples						-	: Persons with : Disabilities									Members of					
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\$40,000-\$49,999	1	5	1	5	1	0	1	0	_	* :	0	1	()	:	0	!	0	:		1	[1	:		0
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\$70,000 >	;	0	:	0	1	0	1	0	-	t :	()	1	(Ģ.	:	0	!	0	·		0	!	0	!		0
TOTAL NUMBER OF EMPLOYEES		131	:	103		28		0	=	7	0	1 1	(=:		(==	:	0	: : :	0	1		2	:======================================	2	1 1	===	0

Employment and Immigration Canada

Form 3 Part 8 SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES Name of Business: 003003 BIS WHEELS TRANSPORT & LE ! Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES 1 Reporting Period: 1999 Location: I National (Canada) Province/Territory (specify) Persons with Members of Visible Minorities All Employees Aboriginal Peoples Disabilities SALARY Total Men Women Total Men Women Total Men Women Total Men Women RANGES Col. 1 ! Col. 2 ! Col. 3 ! Col. 4 ! Col. 5 ! Col. 6 ! Col. 7 ! Col. 8 ! Col. 9 ! Col. 10! Col. 11! Col. 12 1 0 1 0 : 0: 0: 0: 9 : 0 1 0 1 0.1 0 (0) 0 0 : 0.1 0 : 0 : () \$2,500-\$4,999 0 ; 0 ; 0 1 0 1 0 ; 0.1 0 : 0 : 0.1 0 \$5,000-\$7,499 0 : 0.1 0.1 0.1 0 1 0 : 0 : 0 : 0 (\$7,500-\$9,999 0.1 0 ; 0 : 0.1 0.1 0 : 0.1 0 : 0.1 0 1 0 ! Q. 0: 0 ! 0 : 0 : 0 : 0 : 0 \$10,000-\$12,499 1 1: 1: 0 : 0 : 0 1 \$12,500-\$14,999 1 0 : 0 : 0 1 0 : 0 : 0.1 0 : 0 1 0 : 0 : 0 0 : 0 : \$15,000-\$17,499 1 2 : 1: 1: 0 : 0.1 0 : 0 ; 0 1 0 ; 0 0 1 0 ! 0.1 0.1 Δ \$17,500-\$19,999 1 0 ; 0 : 0 : 0.1 0 1 0: 0 ! 0 1 0.1 0 \$20,000-\$24,999 0 : 0 1 0 ; 0.1 0 (0 1 0 : 0 : 0 : 0 : 0 : 0 : 0 ! 0.1 0 : 0 \$25.000-\$29.999 0.1 0 : 0 : 0 1 0 ; \$30,000-\$39,999 1 0 : 0 1 0.1 0 1 0.1 0 : 0 1 0 ! 0 : 0 ! 0 : 0 ; 0 : 0 1 0.1 0 : 0 : 0 \$40,000-\$49,999 1 0 1 0.1 0.1 9 !

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> \$50,000

EMPLOYEES

TOTAL NUMBER OF 1

Employment and Immigration Canada

				PERMANEN	T FULL-TI	ME EMPLOY	EES HIRED		For	ra 4	Part A	
Name of Business:	002003	BIS WHEE	LS TRANSP	ORT		;	Industri.	al Sector:	455 1	RUCK TRANS	PORT INDI	J
Location:	X Nat	ional (Ca	neda) P	ravince/T	erritory	(specify)				Reporting	Period:	1989
DCCUPATIONAL	All	Employee	5	: Aborig	imal Peop	les	Par Dis	scas with abilities			bars of Minorit	25
6RDUPS	Total Number	: Nen		: Total : Number	: Hen	l Woaen	Total Number	i iten i	Woden	Total Number	Men	Wosen
	Col. 1	1 Col. 2	: Col. 3	Col. 4	1 Col. 5	1 001. 6	1 Col. 7	Col. 8	Col. 7	Cal. 10	Cal. 11	: Cal. 12
Upper-level namagers	0	0	0	0	. 0	(0 (0	0 :	0	0)	1 0
Middle or other managers	5	5	i i	0	1 0	0	0	0 1	0	0	0	1 0
Professionals	0	0	0	0	0	0	0	0 1	0	0	0	0
Sexi-professionals and technicians	Û	: 0	0	1 0	1 0	0	. 0	0 1	Ç	0	0	. 0
Supervisors	3	2	1 1	0	1 0	0	1 0	1 0 1	9	0	0	0
Foresen/women	4	1 4	. 0	0	0	0	0	0	0	0	Ö	1 0
Clerical workers	43	35	8	0	0	0	0	0 1	0	2	2	0
Sales workers	0	0	0	0	1 0	0	0	0	0	0	0	0
Service workers	0	1 0	0	0	. 0	0	0	0	0	1 0	0	0
Skilled crafts and trades workers	0	0	1 0	1 C	. 0	1 0	0	0	C	0	0	1 0
Semi-skilled manual workers	39	39	0	0	0	. 0	0	0	0	0	0	0
Other ganual workers	1	1 1	0	1 0	1 0	0	0	0	0	: 0 !	0	0
TOTAL NUMBER OF EMPLOYEES HIRED	96	86	10	1 0	1 0	0 	0	0	0	2	2	

Esployment and Immigration Canada

Fors 4 Part 8 PERMANENT PART-TIME EMPLOYEES HIRED Name of Business: 003003 BIG WHEELS TRANSPORT : Industrial Sector: 456 TRUCK TRANSPORT INDU % National (Canada) - Province/Territory (specify) Location: 1 Reporting Period: 1989 1 Persons with Mesbers of COCUPATIONAL All Employees Appriginal Papples Disabilities Visible Minorities | Total | | | Total | | Total | | Total | | | Total | | | Number | Men | Women | Number | Men | Women | Number | Men | Women | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | Number | Men | BROUPS Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10| Col. 11| Col. 12 Woder-level 0 1 07 0.1 0 | 0 | 0 | 9 ! 0 1 managers Middle or other 0 ; 0 ! 0 1 0 1 0.1 _ 0 managers Professionals 0 : 0 : 0 1 0.1 0 1 0 1 0 1 0 Semi-professionals : 0 1 0 1 0.1 0 : 0 1 0 ! 0.1 0 : 0 0 : 0 1 and technicians !Supervisors 0 : 0 1 0 0 : 0.1 0 : Foremen/women 0 : 0 : 0.1 0.1 0 Clarical workers ! 1.1 0 1: 0 1 6.1 Sales workers 0 : 0.1 0 1 Service workers 0 1 0 1 0 1 0.1 0 : 0 : 0 : () 0 : Skilled crafts and 1 0 : 6.1 0.1 0 trades workers !Se∎i-skilled 1 : 0 1 0 ; 0 1 wanual workers Other manual 0 : 0 : workers ______ TOTAL NUMBER OF 0 1 0 1 EMPLOYEES HIRED

Employment and Immigration Canada PERMANENT FULL-TIME EMPLOYEES PROMSTED

Fare 5

0 :

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Part A

Industrial Sector: 456 TRUCK TRANSPORT INDUSTRIES 003003 819 WHEELS TRANSPORT Name of Business: 1 Reporting Period: 1989 I National (Canada) Province/Territory (specify) Location: Epployees produced (Epployees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Persons with Members of Disabilities Visible Minorities SCOUFATIONAL Aboriginal Peoples All Employees Total : ! Total : Total : : Total : **SROUPS** | Women | Number | Sen | Women | Number | Number | Men | Women | Number | Men Hen : Wosen 1 Col. 1 1 Col. 2 1 Col. 3 1 Col. 4 1 Col. 5 1 Col. 5 1 Col. 3 1 Col. 9 1 Col. 9 1 Col. 101 Col. 111 Col. 12 0 1 0 0 ! 9 0 ' Upper-level 0 : 0.1 0.1 0 : 0.1 0.1 aanagars. 0 0 : 0.1 0 1 0 : 0 ! 0 1 0 : Middle or other managers 0 0 : 0 : 0 1 9 1 0 : 0 1 0 ! 0 : n Professionals 0 0 1 0 0 : 0 : 0.1 0 3 0 : 0 : 0 : 0 : Semi-professionals land technicians Ð 0 : |Supervisors 0 1 0 : 0 ! 0 : 0 1 0 : 0 0 : 0 ! 0 ! 0 : 0 : Foremen/women 0 : 0 0.1 0 : 0 1 0 ! 0 5 [Clerical workers 0.1 0 0 1 0.1 0 : 0 0 Sales workers 0.1 0 1 0.1 0 : 0 1 0 : 0 1 0 : 0 1 9 ! 0 : 0 : 0 Service workers 0 1 0 1 0 ! 0 (Skilled crafts and 0 0 ! 0 : trades workers Ō 0 1 0 : |Seai-skilled lmanual workers 0.1 0 ! 0 1 Other manual workers 0 0 TOTAL NUMBER OF 0 ! 0 1 0 : 9.1 0 1 EMPLOYEES PROMOTED !

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ITOTAL NUMBER OF

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Employment and Immigration Canada

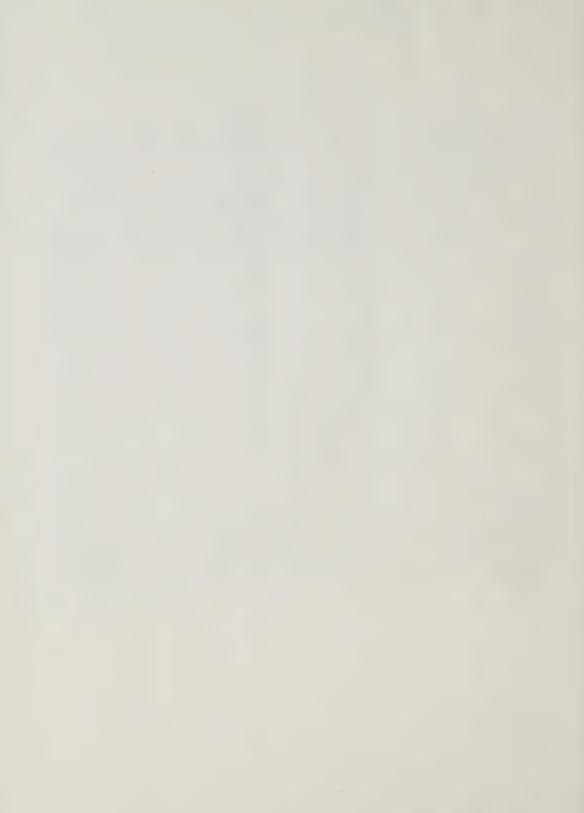
-Name of Business:	00100	2 818 MHE8	LE TRANS	PORT			Industr	al Bacto	r: 456 1	RUCK TRAN	SPOPT IND	USTRIES
Location:	X Na	tional (Ca	nada) i	Province/1	erritory	(specify)				Reportin		
	Eaplo	yees promo	ted (Espi to	loyees pro Which or W	moted dur within who	ing the y	rear are i	o ba repo last pro:	orted only noted)	in the o	cupation	al group
GCCUPATIONAL	1	All Employ		1	riginal P		1 F	ersons wi Disabilit	th	1 1	Members o	f
SROUPS	Total Number	Hen		: Total : Ku≆ber	! Men		Tota! Number		Women	Total Number	Men	: Women
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ipper-lavel anagers	0	0	0	1 0	0	0	0	i 0	: 0	0	0	
fiddle or other managers	0	0	0	0	0	0	0	. 0	0	0 :	0	0
rofessionals	0	1 0	0	. 0	0	1 0	0	0	0	0	0	0
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upervisors	0	. 0	0	. 0	Û	0	0	Ú	0	0	0 }	: [
oremen/women	0	0 1	0	0 ;	0	0	0	0	0	0 [0 ;	0
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ervice warkers	0	0	0	0	0	0 [0	0	0	0	0 !	0
killed crafts and ! rades workers !	0	0	0 }	0	0 !	0 }	0	0	0	0 [0 [0
emi-skilled ! Inual workers !	0	0 !	0 !	0 ;	0]	0 [0 ;	0 }	0	0 ;	0 ;	0
ther manual :	0	0 :	0	0	0	0 ;	0 !	0 ;	0 ;	0 !	0	0
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Employment and Immigration Canada

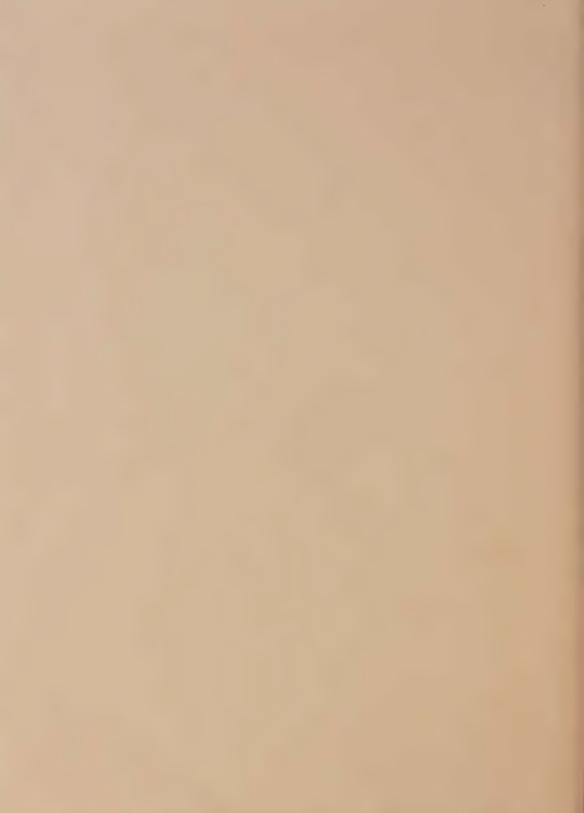
			PE	RMANENT F	ULL-TIN	E E	MPLOYEES	TERMINAT	Ξij	Fo	ira 6	Part A	
Name of Business:	003003	918 AHEE	LS TRANSP	ORT				Industri	al Bector	: 456 3	RUCK TRANS	PORT IND	USTRIEE
Location:	X Nat	ional (Ca	nada) P	rovince/:	erritor	7	specifyl		,	;	Reporting	Period:	1989
OCCUPATIONAL	All	E≢ployee	5	: Aborig	inal Pe	eopi	95		soos with abilities			bers of Minorit	ies
6ROUPS	Total Number	! ! Men	Wosen	: Total : Number	i Hen		Wesen	Total Nusber	Hen	: ! Women	Total Number	Men	: : Yones
	Col. 1	1 Col. 2	1 Col. J	! Cal. 4	Col.	5 :	Col. á	1 Col. 7	1 Col. 8	1 Col. 9	1 Cal. 191	Col. 11	: Col. 12
Upper-leval managers	0	: 0	0	0	1	0	0	0	0	1 2	0	0	: 0
Middle or other managers	4	1 4	. 0	: ê	1	0	0	9	0	0	0	0	0
Professionals	0	0	0	0	1	0	3	0	0	1 0	0	0	0
Semi-professionals and technicians	0	0	: 0	: 0	1	0	0	0	1 0	: 0	0	0	0
Supervisors	0	0	0	: 0	1	0	0	0	0	0	0	0	0
Foremen/wasen	: 3	1 3	. 0	0	:	0	0	0	0	. 0	. 0	0	0
Clerical workers	31	26	5	0	!	0 1	Ç	0	0	0	1	1	0
Sales workers	0	1 0	1 0	0	!	0	0	. 0	0	: 0	: 0	0	1 0
Service warkers	0	0	0	0	!	0	0	0	0	: 0	. 0	0	0
Skilled crafts and trades workers	. 0	1 0	0	1 0	!	0	0	0	0	. 0		0	1 0
Sami-skilled manual workers	47	‡ 47 ‡	0	0	f 0 2 1	0	0	1 0	: 0	1 9	. 0	0	. 0
Other manual workers	1 1	1 3 1 1 1	. 0	: 0 :	1	e	0	0	. 0	. 0	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	36	91	5	0	1	0	0	0	. 0	0	1	1	0

Employment and Lasignation Canada

·			ءِ	ERMANENT	PA	RT-TIME	EMPLOYEE	5	TERMINAT	ED		£3.	rs á	Part	3		
Name of Business:	003003	S BIS WHE	ELS TRANS	PORT				•	Industri	al Secto	r;	455 7	RUSY TRA	NSPORT	IMP	USTRIES	
Location:	X Nat	ional (C	enada)	Province/	i e	rritory	(specify)	:				1	Reporti	ng seri	od:	1999	
OCCUPATIONAL	All	Employee	:S	: Abori	gia	nal Peop	135			sons wit abilitie			Visio	eabars le Mino	of rit	. 45	
GROUPS	Total Number	i Ken	: Koæen	: Total : Kumber		Ken	: Wasan		Total Kumber	Men	1		Total Number	Hen		Hosea	
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Upper-leval managers	0	0	0	: 0) ;	C	0			:====== : 0 !	:	0	0	:	0	!	0
Middle or other managers	9	0	0	: 0	1	0	0	4 6 1	C	0	1 2 9 4	0	0	1	0	(0
Professionals	. 0	1 0	0	1 0	1	0	0	1 1 1	0	0	1	0	0	!	0	(0
Seei-professionals and technicians	0	0	0	1 0	1	0	0	4 4 1	0	0	:	0	0	!	0	(Đ
Supervisors	0	: 0	0	1 0	1	0	. 6	1 2	0	0	!	0	0	!	0	(0
Foremen/women	G	. 0	1 0	0	1	0	. G	1 4 1	0	0	:	0 :	Û	;	0	(()
Clerical workers	1	: 0	1	1 0	1	0	0	1	0	0	:	0 1	0	* * * * * * * * * * * * * * * * * * *	0	(0
Sales workers	0	. 0	0	: 0		0	. 0	* 1	0	0	:	0 ;	0	1	0	Ĉ	0
Service workers	0	0	: 0	: 0	*	0	0	1 2 2	0 !	0	:	0 ;	0	1	0	(0
Skilled crafts and trades workers	0	1 0	0	0	;	û	0	1 1	0 1	0	i	0 !	0	1 1	0	(0
Semi-skilled manual wörkers	0	1 0	0	1 0	* & # 1	0	0	1 1 4 1	0 ;	0	1 2 5	0 :	0	!	0	. (0
Other manual workers	0	0	0	1 0	:	0	0		0 1	0	† 4 4,	0 :	0	1	0	0	0
TOTAL NUMBER OF EMPLOYEES TERMINATED	1	; 0	1	0	1	()	0		0 :	0	1	0 ;	0	1	0 ;	()	0







4006 CA₁1 M -E5 2

LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989



ACL CANADA INC.

4006

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU KAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

17.11.33 33 TELEPHONE NUMBER NUMÉRO DE TÉLÉPHONE CORPORATE SCEAU DE LA SOCIETÉ PROVINCESTERRITORIES PROVINCESTERRITORES SEAL 30 70 30 NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI 130 NWT-TWN ANEA CODE ONT.-ONT MAN-MAN PELLALE ALTA ALB QUE.QL SASK -SASK MFLD.-T.-W. TKN - YUK. N.S.AL.E N.B.AL-6. 8.C.-C.-8. TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS DESIGNATED CIM AS R M R DESIGNÉES 30 70 30 AU CAMADA ACL Canada Inc Payroll Administrator EDMONTON WINNIPEG COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE MONTREAL CALGARY TORONTO HALIFAX Poppi Tsakalou (Mrs) REGINA akalou (3) ACL Canada Inc GÉOGRAPHIQUES **EMPLOYEES LOCATED IN** GEOGRAPHICAL MAILING ADDRESS - ADRESSE POSTALE (INDICATE NUMBER OF (INDIQUER LE NOMBRE POSITION TITLE - TITRE OU FONCTION DE SALARIÉS DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS Same THAT THE IMFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT, TO THE BEST OF MY KNOWLEDGE AND BELIEF ATTESTE PARTES PRESENTES AU NOM DE (Nom de l'employeur) OUE LES RENSEKGNEMENTS FOURNIS DANS LES FORMULAIRES 1 A 6 DU PRÉSENT RAPPORT SONT, AUTANT QUE EL SAGIR, VRAIS ET EXACTS A TOUS ÉGARDS HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 0 0 0 740 Notre Dame St West, Montreal Quebec H3C 3X6 MO OF EMPLOYEES NO. OF EMPLOYEES MOMBRE DE SALARIÉS NO. OF EMPLOYEES MOMBRE DE SALARIÉS NO OF EMPLOYEES SIGNATURE - SIGNATURE NUMBER OF TEMPORARY EMPLOYEES ADMBRE DE SALARIÉS TEMPORARES 130 2 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOW DU PRÉMIER DIRIGEANT DE L'ENTRÉPRISE ☺ ADDRESS OF PHINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRFS NATIONALL PRINCIPALE NOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL NUMBER OF PERMANENT PART-TIME EMPLOYEES June 1990 Water Transport Industries Poppi Tsakalou ACL Canada Inc ☺ Gerhard E Hasse INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ P FULL ILGAL NAME - NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2 INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 DATE - DATE President FULL-TIME EMPLOYEES
NOMBRE DE SALARIES
PERMANENTS A TEMPS PLEIN NUMBER OF PERMANENT 125 t. (Name) IE. (NOM) 6 6 0 (2) 0 3 3 3 NOM DE 1 'EMPLOYEUR NAME OF EMPLOYER EMPLOYMENT CERTIFICATION ATTESTATION D'EXACTITUDE BRANCHE(S) CATEGORIES CATÉGORIES FONCTION INDUSTRIAL D'ACTIVITÉ POSITION OFFICERS SECTOR(S) ACCURACY AGENTS SALARIÉS STATUS ADDINESS AURESSE 30 MR-AZZON SPD -02 93 RAGGORF KH40K-NDEZKEY

NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA: VOIR INSTRUCTIONS POUR REMPER TOUS LES FORMULAIRES

Employ et Immigration Canada Employment and Immigration Canada

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOY: DENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire

5, 1,4 8,7, 1,33,3 ANEA CODE TELEPHONE NUMBER
MAMERO DE TELEPHONE
9 CORPORATE SCEAU DE LA PROVINCE STERRITORIES PROVINCE STERRITORIES SOCIÉTÉ 30 7.0 SEAL NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÉRE D'EMPLOI N.W.T - F.M-O NFLD.-T.-W. ONT.-OM! MAN. 46AN PELLAL SASK -SASK ALTA ALB TKN.-YUK. QUE O N.S.M.E N.B.-M.-& B.C.C.4 3 (Comptroller) TOTAL EMPLOYEES IN CANADA NOMBRE TOTAL DE SALARIÉS AU CANADA DESIGNATED CIM AS R M R DÉSIGNÉES 7.0 30 30 VANCOUVER EDAMONTON MINNIFEG COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE MONTREA TORONTO CALGARY HALIFAX Poppi Tsakalou (Mrs) RE GANA Payroll Administrator ACL Canada Inc **(3) (** ACL Canada Inc GÉOGRAPHIQUES GEOGRAPHICAL **EMPLOYEES LOCATED IN** (INDICATE NUMBER OF (INDIQUER LE NOMBRE MALING ADDRESS - ADRESSE POSTALL POSTION TILLE - TITRE OU FONCTION DE SALARIES DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS Same THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELLER ATTESTE PARLES PRESENTES AU NOM DE (Nom de l'employeur) QUE LES RENSEGREMENTS FOURNIS DANS LES FORMULANES 1 A 6 DU PRESENT NAPORT SONT, AUTANT QUE JE SAGHE, VRAIS ET EXACTS A TOUS EGARDS HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 0 740 Notre Dame St West, Montreal Quebec H3C 3X6 NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO. OF EMPLOYEES WOMBRE DE SALARIÉS NO OF EMPLOYEES NO. OF EMPLOYEES MOMBRE DE SALARIÉS SIGNATURE - SKGNATURE EMPLOYEES
MOMBRE DE SALARIES
TEMPORAINES NUMBER OF TEMPORARY 2 NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DARGEANT DE L'ENTREPRISE (9) ADURESS OF PRINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAMES NATIONALE PRINCIPALL NUMBER OF PERMANENT
PART-THME EMPLOYEES
NOMBRE DE SALARIES
PERMANENTS A TEMPS PARTIEL 25 May 1990 Water Transport Industries MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS
MOTE: VOR INSTRUCTIONS POUR REMPIRE TOUS LES FORMULAINES ACL Canada Inc 3 Gerhard E Hasse NOM LEGAL AU COMPLET INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ! INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 MOUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ ! Esmat Ullah DATE - DATE POSITION TITLE - TITRE OU FONCTION FULL-TIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN NUMBER OF PERMANENT President 125 FULL LEGAL NAME NE. (NOA4) 1. (Name) 0 0 0 0 (2) Œ @ **②** 3 MOMEDEL'EMPLOYEUR NAME OF EMPLOYER CERTIFICATION EMPLOYMENT ATTESTATION D'EXACTITUDE BRANCHE(S) CATEGORIES CATÉGORIES SALARIÉS FONCTION INDUSTRIAL POSITION SECTOR(S) D'ACTIVITÉ ACCURACY OFFICERS AGENTS ADDINE \$5 AURESSE STATUS DE OF (9R-6)(19R JW1) -QWZ MR-AZZON -02 93 RAGGORF -QUZH-L-UKH NDZZKK>

Janada'

Employment and Immigration Canada

Emploi et Immigration Canada OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES*
CATÉGORIES PROFESSIONNELLES: SALARIÉS PERMANENTS A TEMPS PLEIN*

Form 2 Part A, Page 1 Reporting Period: Période de rapport:

19:89

Industrial Sector: Branche d'activité:

Water Transport Industries

Designated CMA (specify) RMR désignée (préciser)

Persons with Disabilities Personnes handicapées

Members of Visible Minorities Membres des minorités visibles

Women

Col. 10

Col. 11

Col 13

ij

(11

11

I i

1

1

Semi-professionals and technicians Semi-professionnels et techniciens

35,000 27,500

Professionals Professionnels

30,000 50,000

Middle or other managers Cadres intermediaires et

autres cadres

34,999 54,999

1

35,000 39,999 22,500 24,999

Supervisors

Canadä

1 refers to the lowest salary quarter. 4 refers to the highest salary quarter! 1 représente les salaires du quart le moins élevé , 4 représente les salaires du quart le plus élevé

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

*

EMP 3871 (9-86) P.1

Foremen/women

111

Men Col. 12 1 1

Total Number Nombre fotal

Total Number Nombre total

Women

Total Number Nombre total Col. S

Women VO 4

Total Number Nombre fotal

Quart :

Top and bottom of salary range Maximum et minimum de l'échelle de rémunération

Occupational Groups Catégories professionnelles

All Employees Tous les salariés Men Hommes Sec. 3 1

70,000 & Over 60,000 64,999

Upper-level managers Cadres supérieurs

Col. 1

Aboriginal Peoples
Autochtones Men Hommes 9.100

Province / Territory (specify) Province / territoire (préciser)

National (Canada)

 \boxtimes

Location-Endroit

ACL Canada Inc

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise.

Men

Col. 9

Col. 8

NOTE: See instructions NOTA: Voir instructions												Formulaire	7	Partie A, Page 2
Occupational Grouns	Top and bottom of salary range	:		All Employees Fous les salariés		A	Abonginal Peoples Autochtones	5	Perso Perso	Persons with Disabilities Personnes handicapées	ties ées	Membe	Members of Visible Minorities Membres des minorites visibles	iorities
Categories professionnelles	minimum de l'échelle de rèmunèration	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col. 2	Col 3	Col. 4	Cot. S	Col 6	Col 7	Col. 8	6 100	Col 10	Col 11	Col 12	Col 13
	35,000	4	7	2	1	1	1	1	1	1	ı	1	ì	-
Clerical workers	39,999	~	9	3	٣	ι	١	١	-		1	-	1	-
Employes de bureau	15,000	2	33	=	22	١	١	١	١	(9	,	٩
	17,499	-	23	• ¢	15	١	1	1	_	_	1	2	_	_
	40,000	4	3	3	1	1	١	1	1	ı	ţ	1	((
Sales workers	666,44	m	3	3	1	ı	1	ł	١	١	ł	ł	ĺ	(
temployes du secteur de la vente	22,500	7	۳	-	7	1	١	1	i	١	١	١	١	ſ
	24,999	-	7	1	7	1	-	١.	1	1	1	1	-	-
		4	1	١	í	1	1	1	1	١	١	١	1	1
Service workers		m	í	١	١	١	1	ı	١	١	١	١	1	1
Employes du secteur des		7	١	ı	١	ı	1	1	١	١	١	١	ı	1
		-	l	١	١	(1	١	١	i	١	1	١	1
Skilled crafts and trades	35,000	4	ħ	ħ	1	ı	١	ſ	1	١	(((ţ
workers	39,999	3	-	-	1	1	١	1	ţ	1	ı	ł	ţ	1
Travailleurs qualifies et	15,000	7	-	-	١	ı	ļ	l	1	ı	ı	١	{	١
at (15 at 13	17,499	-	2	2	-	l	١	-	ſ	1	١	1	1	1
		4	(١	4	1	1	1	1	1	i	1	ı	1
Semi-skilled manual workers		m	١	í	١	(١	l	ı	ı	(١	١	ı
travailleurs manuels		~	1	Į.	١	١	١	(ı	1	((((
		-	1	(1	١	١	1	1	1	ſ	ı	1	1
		4	1	1	ı	1	١	ł	1	(ı	(1	1
Other manual workers		~	ı	١	١	1	١	ı	i	١	ı	1	(1
Autres travailleurs manuels		7	ı	1	1	1	١	ı	1	1	ı	1	(1
		-	1	-	١	1	١	1	١	i	(1	1	(
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	F EMPLOYEES DE SALARIÉS		125	7.2	53		١		2	2	1	17	01	7
FMP 3871 (9-86) P 2			I refers to the lowest salary quarter; 4 refers to the highest salary quarter/	vest salary quart	er: 4 refers to	the highest salary	quarter/							

• . 1 refers to the lowest salary quarter; 4 refers to the highest salary quarter! Trepresente les salaires du quart le moins élevé; 4 represente les salaires du quart le plus élevé

Canadä

Employment and Immigration Canada Employet Immigration Canada

NOTE: See instructions NOTA: Voir instructions			N.E.	SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*	ARY: PERMAN	VENT FULL-TIN	IE EMPLOYEES À TEMPS PLEIN	. •			Form Formulaire	3 Part A
Name of Business Nom de l'entreprise.	ACL Canada Inc	C					Industrial Sector: Branche d'activite.	ctor: :tivite:	Water	Water Transport Industries	Industri	es
Location-Endroit	National (Canada) National (Canada)	(Canada)		Province / Territory (specify) Province / territoire (preciser)	ory (specify) ire (preciser)				Repo	Reporting Period: Période de rapport:	6861	
300000000000000000000000000000000000000		All Employees Tous les salariés			Aboriginal Peoples Autochtones	58	Pers	Persons with Disabilities Personnes handicapees	ies	Memb	Members of Visible Minorities Membres des minorites visibles	orities
SALAKT KANGES ECHELLES DE REMUNERATION	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Under Moins de \$10,000	[0]	Col. 2	(OF 3)	Cof. 4	Col. 5	9.10	(ol. 7	Col 8	6 103	Col 10	(0 11	Col 12
\$10,000 - \$14,999												
\$15,000 - \$17,499	2	2	1	ı	1	١	١	ı	١		ı	1
\$17,500 - \$19,999	10	3	7	1	١	1		1	ı	1	1	1
\$20,000 - \$22,499	13	5	00	1	1		-	-	ı	2	-	-
\$22,500 - \$24,999	18	2	13	ı	ı	1	1	l	(7	-	3
\$25,000 - \$27,499	61	∞	=	1	1	-	1	1	ı	2	2	1
\$27,500 - \$29,999	7	3	ď	1	1	١	1	-	1	2	ı	2
\$30,000 - \$34,999	23	15	90	١	١	ı		1	(7	3	-
\$35,000 - \$39,999	12	=	-	1	1			-	l	-	-	1
\$40,000 - \$49,999	=	01	-	1	1	(-		(-	-	1
666'69\$ - 000'05\$	9	9	1	1	1	(ı	((-	-	1
\$70,000 and over	4	ħ	1	1	å	1	ı	1	1			
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES	125	7.2	53		ı	1	2	2	1	17	01	7
LMP 3848 (9-86)	. Use separate	Parts for perman	ent part time and	Use separate Parts for permanent part time and temporary employees	yees						7	No.

Use separate Parts for permanent part-time and temporary employees
 Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES HIRED* RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

Form formulaire 4 Partie A

Water Transport Industries 1989 Reporting Period: Période de rapport: Industrial Sector: Branche d'activité: Province / Territory (specify) Province / territoire (preciser)

ACL Canada Inc

NOTE. See instructions
NOTA Voir instructions.

Name of Business:
Nom de l'entreprise:

National (Canada) National (Canada)

×

Location-Endroit

Advantage of West of the

		All Employees		d	Aboriginal Peoples	w	Pers	Persons with Disabilities Personnes handicapées	les es	Membr	Members of Visible Minorities Membres des minorités visibles	isibles	
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men	Women	Total Number Nombre total	Men	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col 8	Col. 9	Col. 10	Col. 11	Col. 12	
Upper-level managers Cadres supérieurs													
Middle or other managers Cadres intermediaires et autres cadres													
Professionals Professionnels	1	1	-	ı	1	1	1	1	1	1	1	1	
semi-professionals and technicians Semi-professionnels et techniciens													
Supervisors													
Foremen/women Contremaitres													
Ciercal workers Employés de bureau	6	3	9	(١	1	-	1	1	3	2	-	
Sales workers Employés du secteur de la vente													
Service workers Employés du secteur des services													
Skilled crafts and trades workers Travailleurs qualifies et artisans	6	6	1	١	1		1		1	-	-	1	
Semi-skilled manual workers Travailleurs manuels specialises													
Other manual workers Autres travailleurs manuels													
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	19	12	7	1	1	i	1	1	1	4	3	-	
	I to constato Da	to for permapent	nart-time and te	Lice consists Parts for permanent part-time and temporary employees	~						(

EMP 3870 (9-86)

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

NOTE: See instructions NOTA Voir instructions

Employment and Immigration Canada Emplor et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

5 Part A

Form formulaire

MOLY AND HISTORIES												
Name of Business: Nom de l'entreprise: ACL Canada Inc	ada Inc					Inde Bra	Industrial Sector: Branche d'activite:	Water T	ransport	Water Transport Industries	S	
Location-Endroid	National (Canada) National (Canada)		Province Province	Province / Territory (specify) Province / territoire (préciser)						Reporting Period: Période de rapport:	1: 1989 ort:	
	Salarië	Employees pro	omoted (Employ	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) salaries promus (les salaries promus au cours de l'année doivent être inscrits seulement dans la catégorie professionnelle à laquelle ou à l'intérieur de laquelle its ont eté promus en dernier)	g the year are to vent etre inscrits	be reported only seulement dans la	in the occupational	groups to which	or within which to ou a Fintérieur c	hey have been las	it promoted) eté promus en de	rnier)
Occupational Groups		All Employees Tous les salariés		d	Aboriginal Peoples Autochtones	es	Pers	Persons with Disabilities Personnes handicapées	es	Memb	Members of Visible Minorities Membres des minorités visibles	iorities visibles
Categories professionineires	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
Upper-level managers Cadres superieurs	Col. 1	COL.2	Col.3	Col. 4	Col.s	0 100	7 1	1	5 1	COI. 10	-	
Middle or other managers Cadres intermediaires et autres cadres	7	2	2	ı		1	1	١		2	2	ŧ
Professionals Professionnels											`	
semi-professionals and technicians Semi-professionnels et technicians												
Supervisors Surveillants	ħ	-	3	١	1	•	•	1	1	-	ŧ	-
Foremen/women Contremaitres												
Clerical workers Employés de bureau	-	ı	1	l		l		(1	(١	1
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skulled crafts and trades workers Travailleurs qualifiés et artisans												
Semi-skilled manual workers Travailleurs manuels spécialisés												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	13	7	9	ı	l	١		1	1	4	3	-
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	13	7	9	١	١	1	1		1	ħ	3	-
£MP 3869 (9-86)		s for permanent poarties sa	part-time and ten	Use separate Parts for permanent part-time and temporary employees Utilizer les autres parties pour les salariés permanents à temps partiel et les salariés temporaires	t les salariés tem	Doraires						1

Use separate Parts for permanent part-time and temporary employees

Utiliser les autres parties pour les salariès permanents à temps partiel et les salariès temporaires

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

NOTE: See instructions NOTA. Voir instructions			CESSATIO	PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*	ILL-TIME EMPI	LOYEES TERMI S PERMANENT	NATED* S À TEMPS PLEI	·N*			Form	ire 6 Parte A
Name of Business: Nom de l'entreprise: ACL Can;	ACL Canada Inc					Bra	Industrial Sector: Branche d'activité:	Water	fransport	Water Transport Industries	es	
Location-Endroit	National (Canada) National (Canada)		Provinc Provinc	Province / Territory (specify) Province / territoire (préciser)	()				Reporting Period: Période de rapport:	od: 1989		
		All Employees Tous les salariés			Aboriginal Peoples Autochtones	25	Peri	Persons with Disabilities Personnes handicapées	les es	Memt	Members of Visible Minorities Membres des minorités visibles	iorities
Occupational Groups Catégories professionnelles	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1	Col. 2	Col 3	Col 4	Col S	Col. 6	Col. 7	Col 8	Col 9	Col 10	Col 11	Col. 12
Upper-level managers Cadres supérieurs	-	-	ı	١	ì	1	١	1	1	1	1	1
Middle or other managers Cadres intermediaires et autres cadres	2	2	1	١	١	1	1			ı	1	1
Professionals Professionnels	-	1	-	١	1	1	١	١	1	1	1	
Semi-professionals and technicians Semi-professionnels et techniciens												
Supervisors Surveillants												
furemen/women Contremaitres												
Clerical workers Employés de bureau	18	12	9	1	1	ı	1	1	1	5	3	2
Sales workers Employés du secteur de la vente												
Service workers Employés du secteur des services												
Skilled crafts and trades workers Travailleurs qualifies et artisans	-	-	ı	1	١	1	1	-	1	-	-	1
Semi-skilled manual workers Travailleurs manuels spēcialisės												
Other manual workers Autres travailleurs manuels												
TOTAL NUMBER OF EMPLOYEES TERMINATED MOMBRE TOTAL DE CESSATIONS DE FONCTIONS	23	16	7	1	1	1	1	1	l	9	7	2
FMP 3872 (9-86) #	* Use separate Pa	rts for permanent	part-time and te	Use separate Parts for permanent part-time and temporary employees	,	oos visos					\	

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires





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LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989



AEROSERVICES J. T. INC.

4008

Canadä^{*}

⁹ Minister of Supply and Services Canada 1990 ⁹ Ministre des Approvisionnements et Services Canada 1990

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SCHEDULE II / ANNEXE II

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION DE ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMARRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Form Formulaire VELEPHONE NUMBER NUMBERO DE PÉLÉPHONE SCEAU DE LA SOCIÉTÉ CORPORATE 190 SEAL St. Lourent NAME OF OFFICER RESPONSIBLE FOR EMPLOYMENT EQUITY - NOM DE L'AGENT RESPONSABLE DE L'ÉQUITÉ EN MATIÈNE D'EMPLOI N.W.T.-T.M.O. ONT.-ONT MAM-MAM SASK -SASK ALTA.-ALB. PELLA NFLD.-T.-M. QUE.Q N.B.-AL-B. 8.C.C.4 TKN.-YuK. N.S.M.E 12. Kg Suite 400 20 TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARIÉS AU CANADA DESIGNATED CIM AS R M R DESIGNEES 1 10 1 K'C VANCOUVER COMMON OR BUSINESS NAME - NOM USUEL OU RAISON SOCIALE EDMONTON WINNER G MONTREAL TORONTO HALIFAX REGIMA Hero Services (3) (3) Hero Jevences L Trovencher Alexis GÉOGRAPHIQUES EMPLOYEES LOCATED IN GEOGRAPHICAL MAKING ADDRESS - ADRESSE POSTALE (INDICATE NUMBER OF (INDIQUER LE NOMBRE POSITION TITLE - TITME OU FONCTION DE SALARIES DANS CHAQUE SECTEUR) SECTEURS EACH AREA) AREAS THAT THE INFORMATION CONTAINED IN FORMS 1 TO 6 OF THIS REPORT IS TRUE AND ACCURATE IN EVERY RESPECT. TO THE BEST OF MY KNOWLEDGE AND BELIEF 100 ATTESTE PAR LES PRÉSENTES AU NOM DE (Nom de l'empioyeur) OUE LES RENSEGNEMENTS FOURMS DANS LES FORMULAIRES I A 6 DU PRÉSENT RAPORT SONT. AUTANT QUE LE SACHE, VRAIS ET EXACTS A TOUS ÉGARG HEREBY CERTIFY ON BEHALF OF (Name of employer) 0 0 6 Θ NO. OF EMPLOYEES NO OF EMPLOYEES NO. OF EMPLOYEES NOMBRE DE SALARIÉS NO. OF EMPLOYEES HOMBRE DE SALARES SIGNATURE - SAGNA FURE NUMBER OF TEMPORARY
EMPLOYEES
MOMBRE DE SALARIÉS
TEMPORAIRES 190 Vice - Presiden! MOUSTAN SCION : BLANCOSED IN MORDENT TO GIV NAME OF CHIEF EXECUTIVE OFFICER OF EMPLOYER - NOM DU PREMIER DARGEANT DE L'ENTREPRISE (9) 11,500r ADDRESS OF MUNCIPAL PLACE OF BUSINESS - ADMESSE D'AFFAIRES NA HONALE PRINCIPALE NUMBER OF PERMANENT PART-TIME EMPLOYEES NOMBRE DE SALARIES PERMANENTS A TEMPS PARTIEL 111.0 DATE DATE JULY 13 11/11/ 001 0 (10 m Service FULL LEGAL NAME - NOW LEGAL AU COMPLET Executif 5 Cros INDUSTRIAL SECTOR 4 - BRANCHE D'ACTIVITÉ 4 INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ ; INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVITÉ 3 POSITION TITLE - TITRE OU FONCTION MawTreat FULL-BIME EMPLOYEES NOMBRE DE SALARIÉS PERMANENTS A TEMPS PLEIN *WUMBER OF PERMANENT* I, (Name) 0 0 0 3 @ 3 **(**2) (2) NOW DE L'EMPLOYEUR NAME OF EMPLOYER EMPLOYMENT CERTIFICATION CATEGORIES CATÉGORIES ATTESTATION D'EXACTITUDE AGENTS BRANCHE(S) POSITION FONCTION OFFICERS INDUSTRIAL SECTOR(S) D'ACTIVITÉ SALARIÉS ADRESSE ACCURACY ADORESS STATUS DE OF LMP 3847(9-86) AZZON - 44 93 RKOGOKH -QHZH-L-UKH 02 « w d O « ⊢ WIZZEW

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NOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS NOTA: VOIR INSTRUCTIONS POUR REMPLIR TOUS LES FORMULAIRES

Employment and Immigration Canada

Employ et Immgration Canada

Employment and Employet Immigration Canada

SCHEDULE II / ANNEXE II
(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1))

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY EQUITÉ EN MATIERE D'EMPLOI: IDENTIFICATION DE L'EMPLOYEUR, SOMMAIRE DU RAPPORT ET ATTESTATION D'EXACTITUDE

Formulaire 1

	NAME OF EMPLOYER	FULL LEGAL NAME - NOM LEGAL AU COMPLET	th.		COMMON OH BUSINESS NAME: NOM USUEL OU KAISON SOCIALE	MAISON SOCIALE			
	NOM DE L'EMPLOYEUR	O AEROSERVICE J.T. INC	ŇC		O AEROSERVICES J.T. I	INC			
	ADUMESS	ADDRESS OF PHINCIPAL PLACE OF BUSINESS	ADDRESS OF PHINCIPAL PLACE OF BUSINESS - ADRESSE D'AFFAIRES NA HONALL PRINCIPALE		MAILING AUDRESS - ADMESSE POSTALE				
	_	(i) MONTREAL INT'L AIR	NT'L AIRPORT MIRABEL QUEBEC		(3) 100 ALEXIS NIHON SUITE 400 ST-LAURENT QUEBEC H4M 2N9	TE 400 ST-LAURENT	QUEBEC H	14M 2N9	
	OFFICERS	NAME OF CHIEF EXECUTIVE OFFICER OF EM.	name of chief executine of ficer of employer. Nom do premer dimigrant de 1 entiremest D. S. CROOT	PRISE	NAME OF OFFICENTIA PONSMET FOR EMPOYMENT EQUITY. NOW DE L'AGINT RESPONSABLE DE L'ÉQUITÉ EN MATMÉE D'ÉMM O. D. PROVENCHER	NI EQUITY - NOM DE L'AGENT RESMO	ONSABLE DE L'ÉQUIT	E EN MATIÊNE D'EN	0
02	POSITION	POSSION THE THE OUTONCHOM Vice-President executif	ecutif		POSITION TITLE - HIME OUTOMCTION Supervisor			ANEACODE SAND NEG S	TELEPHONE NUMBER NUMBRO DE TÉLEPHONE 7 4 8 , , 2 , 2 , 7 , 7
1		INDUSTRIAL SECTOR 1 - BRANCHE D'ACTIVITÉ ?	161 #452	NO OF EMPLOYEES NOMBRE DE SALARIES		DESIGNATED C MAS	1.As	INONIA MONA	PROVINCES/TERRITORIES PROVINCES/TERRITORIES
2		Services Industry	W Services Industry incident to air transport	t	GEOGRAPHICAL	CALGARY		ONT-ONF	
	INDUSTRIAL SECTOR(S)	INDUSTRIAL SECTOR 2 - BRANCHE D'ACTIVITÉ 2	13	NO OF EMPLOYEES NOMBRE DE SALARIÉS 190	AREAS	EDMONTON		QUE-OK	190
000	1	INDUSTRIAL SECTOR 3 - BRANCHE D'ACTIVILE 3	0	NO OF EMPLOYEES NOMBRE DE SALARIÉS	EMPLOYEES LOCATED IN EACH AREA)	HALIFAX		N.S. 41.4.	
2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	D'ACTIVITÉ	INDUSTRIAL SECTION 4 - BRANCHE D'ACTIVITÉ 4	£4	NO OF EMPLOYEES NOMBRE DE SALARIES		MONTHEAL 190		PELTRE	
	E S	3	9		SECTEURS GÉOGRAPHIQUES	FORONTO		ALTA.ALB	
< « >	STATUS CATEGORIES	NUMBER OF PERMANENT FULL-TIME EMPLOYEES NOMBRE OF SALARIES	NUMBER OF PERMANNENT PART-TIME EMPLOYEES NOMBRE DE SALARIES DE BALARIES	NUMBER OF TEMPORARY EMPLOYEES NOMBREDE SALARIES TEMPORABES	(INDIQUER LE NOMBRE	VANCOUVER		MELD - EM. TKM - FLAE.	
- ×	CATEGORIES	TE NAME AND A SECOND OF THE WORLD AND ASSESSED.			DE SALARIËS DANS CHAQUE SECTEUR)	WINNIPEG		N.W.T.F.M.O.	
	DE SALARIÉS	87	103			(19) TOTAL EMPLOYEES IN CANADA MOMBRE TOTAL DE SALARÉS AU CANADA	ANADA LARIÉS	190	
	CERTIFICATION OF ACCURACY	(O) 1. (NAME) THAT THE INFORMATION CONTAINED IN FE	(HAGEN CENTRY ON BEHALF OF BRANK OF BASE OF THIS REPORTS TRUE AND ACCURACE IN SUCK WESTERS TO MY KNOWEDGE AND BELLE	HEREBY CERTIFY ON BEHALF OF (NAME OF EMPLOYET) IE IN EVERY RESPECT, TO THE BEST OF MY KNOWIED	employer) Knowledg and belief		İ		CORPORATE
w-403	ATTESTATION D'EXACTITUDE	R. (NOM) ————————————————————————————————————	R. INCIM) A THEST FARLS SHEEF STORMUS DARS LEST CORMULANDES I A & DUPLES NE TRANSPORTS ONLY AUTHAUTOUR IN SHORE, VRAISE LEACTS A TOLIS LOANDS Z. MRY 1000.	-ATIESTE PARLES PREKHIES AU MOM DE (PROM CHEIMPROYUN) HI! AUTAMI QUE H'SACH. VRAIS ETEXACIS A TOUS EGARDS	(Hom de l'employeur)				SCEAU DE LA SOCIÉTÉ
		. DATE DATE	7	SIGNATURE SIGNATURE	Y				

(381/ 3847(9:86)

MOTE: SEE INSTRUCTIONS TO COMPLETE ALL FORMS MOTA. VOW INSTRUCTIONS POUR REMPIRE TOUS LES FORMULAIRES

Emploi et Immigration Canada Employment and Immigration Canada

OCCUPATIONAL GROUPS; PERMANENT FULL-TIME EMPLOYEES*
CATEGORIES PROFESSIONNELLES; SALARIES PERMANENTS À TEMPS PLEIN*

Form Page 1 Part A, Page 1

18 81

Reporting Period: Période de rapport

Li Cice Branche d'activité L' L' 2 C.C. L' Holle l'EL lec. whol

2 4

Designated CMA (specify) RMR désignée (préciser)

Province / Territory (specify) Province / territoire (preciser)

Ø

National (Canada) National (Canada)

B

Location-Endroit

1810 Servins. IT INC

NOTE: See instructions NOTA: Voir instructions

Name of Business: Nom de l'entreprise

Persons with Disabilities Personnes handicapées

Men

Women

Members of Visible Minorities Membres des minorités visibles

W. "Treel

Men Col. 12

Total Number Nombre total Col 11

Col 10

Canadä

Trefers to the lowest salary quarter; 4 refers to the highest salary quarter/ Trepresente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus élevé

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salariés permanents à temps partiel et les salariés temporaires

30000

536 68

Foremen/women Contremaitres

Supervisors

44

EMP 3871 (9-86) P 1

Col. 9

Total Number Nombre total Col. 8

Women Col. 7

Men Hommes Gol 6

Total Number Nombre total Col S

Women Col 4

Total Number Nombre total

Quart

Top and bottom of salary range Maximum et minimum de l'échelle de remuneration

Occupational Groups Categories professionnelles

Col 3

Col 2

44944

Upper- level managers Cadres superieurs

Middle or other managers Cadres intermediaires et

autres cadres

Semi-professionals and Semi-professionnels et techniciens

technicians

Professionals Professionnels

Col 1

Aboriginal Peoples Autochtones v chece

> All Employees Tous les salaries Men

Employment and Immigration Canada Emploi et Immigration Canada

Occupational Grouns	Top and bottom of salary range	:		All Employees Tous les salariés		At	Aboriginal Peoples Autochtones		Perso Perso	Persons with Disabilities Personnes handicapées	ties	Membe	Members of Visible Minorities Wembres des minorités visibles	norities
Categories professionnelles		Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col S	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col. 12	Col. 13
Clerical workers Employes de bureau	35 00 0 29 99 2 22 497 17 500	4 E C-	7-8	}	3									
Sales workers Employes du secteur de la vente		4 W V -												
Service workers Employes du secteur des services		3 4												
Skilled crafts and trades workers Travailleurs qualifies et artisans	34999 27500 27499 23500	3 2	بد ده در پیر	X 0 12:4										
Semi-skilled manual workers Travaileurs manuels specialises		3 2												
Other manual workers Autres travailleurs manuels	39,929 2),000 29,949 26000	8 2 -	78/2	4 20 17	, ,									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	OF EMPLOYEES DE SALARIÉS		18	1/1	h									

1 refers to the lowest salary quarter; 4 refers to the highest salary quarter!
 1 represente les salaires du quart le moins élevé; 4 représente les salaires du quart le plus éleve

Employment and Immigration Canada Emplor et Immigration Canada

Formulaire 2 Part B. Page 1

19 87

Reporting Period. Période de rapport

Industrial Sector OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES* CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL*

Cramput 4 452 Luke

Ø

Province / Territory (specify) Province / territoire (preciser)

X

National (Canada)

Location Endroit

Name of Business New Server 5. 1 Law

NOTE See instructions NOTA Voir instructions

Designated CMA (specify) RMR designee (preciser)

Persons with Disabilities Personnes handicapees

Moxtreel

Col 11

Canada

I refers to the lowest salary quarter. A refers to the highest salary quarter! I represente les salaires du quart le moins élevé, 4 represente les salaires du quart le plus éleve

:

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaries permanents a temps plein et les salaries temporaires

Foremen/women Contremaitres

Supervisors

1 Mr 5886 (9 86) P

Total Number Nombre total

Women Col 13

Men Col 12

Members of Visible Minorities
Membres des minorites visibles

Women

Col 10

Men

Col 9

Col 8

Total Number Nombre total

Women Col 7

Total Number Nombre total Col S

Women Col 4

Total Number Nombre total

Quarter

lop and bottom of salary range Maximum et minimum de l'echelle de Coll

Occupational Groups Categories professionnelles

Middle or other managers Cadres intermediaires et

autres cadres

Upper-Tevel managers Cadres superieurs

Semi-professionals and technicians Semi-professionnels et

techniciens

Professionals Professionnels

Col 2

All Employees Tous les salarres Men Col 3

Aboriginal Peoples Autochtones Men Hommes Col 6

NOTE: See instructions NOTA: Voir instructions												Formulaire	laire 2 Partie B,	tie B, Page 2
	Top and bottom of salary range	:	_	All Employees Fous les salariés		ď	Aboriginal Peoples Autochtones	25	Perso	Persons with Disabilities Personnes handicapées	ties ées	Member	Members of Visible Minorities Membres des minorites visibles	visibles
Occupational Groups Catégories professionnelles	Maximum et minimum de l'échelle de remunération	Quarter	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women
	Col 1		Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col 8	Col 9	Col 10	Col 11	Col. 12	Col. 13
Clerical workers Employés de bureau		3 4												
Sales workers Employes du secteur de la vente		3 1												
Service workers Employés du secteur des services		3 4												
Skilled crafts and trades workers Travailleurs qualifies et artisans		4 E C -												
Semi-skilled manual workers Travailleurs manuels specialises		3 2												
Other manual workers Autres travailleurs manuels	7495	3 2 1	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	3.1	20,0		Ţ					<u>"</u> "	3	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS	F EMPLOYEES DE SALARIÉS		152	97	55		,					~	3	

• I refers to the lowest salary quarter, 4 refers to the highest salary quarter/ I represente les salaires du quart le moins eleve; 4 représente les salaires du quart le plus éleve

1 MP 3886 (9-86) F 2

Employment and Immigration Canada Employet Immigration Canada

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES* PROFIL SALARIAL: SALARIÉS PERMANENTS À TEMPS PLEIN*

Formulaire 3 Partie A Members of Visible Minorities Membres des minorites visibles Branche d'activité Mercies Industry exceedent Men Col 11 Total Number Nombre total Reporting Period: Periode de rapport Col 10 H 7520 Women Col 9 Cen transport Persons with Disabilities Personnes handicapees Men Hommes Col 8 Total Number Nombre total Col 7 Province / Territory (specify)
Province / territoric (preciser) Women Col 6 Aboriginal Peoples Autochtones Men Col 5 Total Number Nombre total Col 4 M Women Col 3 Clero Serna IT Im All Employees Tous les salarres Men Col 2 0 51 National (Canada) Total Number Nombre total Col 1 2 3 61 3 3 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIÉS \$70,000 and over SALARY RANGES ECHELLES DE REMUNERATION \$10,000 - \$14,999 \$15,000 - \$17,499 \$17,500 - \$19,999 \$20,000 - \$22,499 \$22,500 - \$24,999 \$25,000 - \$27,499 \$27,500 - \$29,999 \$30,000 - \$34,999 835,000 - \$39,999 \$40,000 - \$49,999 \$50,000 - \$69,999 Under Moins de \$10,000 NOTE See instructions NOTA Voir instructions Name of Business. Nom de l'entreprise Location Endroit

(98-6) 9FRE JV1

Use separate Parts for permanent part-time and temporary employees Utiliser les autres parties pour les salaries permanents a temps partiel et les salaries temporaires

Employment and Immigration Canada Employed Immigration Canada

SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES* PROFIL SALARIAL: SALARIES PERMANENTS À TEMPS PARTIEL*

formulaire 3 Partie B

marine James Severies Indiently excellent to the Cie Kerney of 4452.

Reporting Period. 19 87

Members of Visible Minorities Membres des minorites visibles

Province / Territory (specify)

M

National (Canada)
National (Canada)

Gers Serve J. I She

NOTE Seemstructions NOTA Voir instructions Name of Business Nom de l'entreprise ocation Endroit Aboriginal Peoples Autochtones Men Hommes Col S

Persons with Disabilities Personnes handicapees

Total Number Nombre total Col 10 Women Col 9

Women Col 12

Men Hommes Col 11

Men

Total Number Nombre total (0)

Women

Total Number Nombre total Col 4

Women (0)

Total Number Nombre total

SALARY RANGES ECHELLES DE REMUNERATION

(0) 2

Col 1

Under \$2,500 Moins de \$2,500 \$2,500 \$4,999 \$5,000 \$7,499 87,500 - \$9 999

All Employees Tous les salarres Men

22 20

> 16 B

65 3,

34

52

0

7

5

9

\$10,000 - \$12,499 \$12,500 \$14,999 \$15,000 \$17,499 817,500 \$19,999 \$20,000 \$24 999 \$25,000 \$29,999 \$30,000 \$39,999

9 100

Col 8

3

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3

Canadä

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

2

11

152

\$50,000 and over

\$40,000 \$49 999

TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DE SALARIES

1 Mr 1849 (9 84)

₩

Employment and Immigration Canada Employ et Immigration Canada

form formulaire & Partie A Members of Visible Minorities Membres des minorités visibles industrial section Lewis Lindustry sounded to Men Col. 11 18 87 Total Number Nombre total Col. 10 Reporting Period: Période de rapport: 162 Women Col 9 Persons with Disabilities Personnes handicapées Manipol. Men Col. 8 Total Number Mombre total PERMANENT FULL-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIËS PERMANENTS À TEMPS PLEIN* Col 7 E Women Quehe Gol 6 Aboriginal Peoples Autochtones Men Col. S Province / Territory (specify)
Province / territoire (preciser) Total Number Nombre total Col. 4 Women Col X All Employees Tous les salaries Gers Serves TT du Men Col. 2 Total Number Nombre total National (Canada) National (Canada) Col. 1 TOTAL NUMBER OF EMPLOYEES HIRED MOMBRE FOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Nemi-professionals and technicians Semi-professionnels et techniciens Service workers Employes du secteur des services Skilled crafts and trades workers Semi-skilled manual workers Travailleurs manuels specialises Sales workers Employes du secteur de la vente Travailleurs qualifiés et artisans Autres travailleurs manuels NO einstructions NOT. Journattructions Other manual workers Upper-level managers Name of Business: Nom de l'entreprise: Chercal workers Employés de bureau Cadres superieurs Foremenwomen Location Endroit Professionals Professionnels (44P 3470 (9 84) Supervisors

A CASES

Use separate Paris for permanent part-time and temporary employees

Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

NOTE: See instructions NOTA: Voir instructions

Emploi et Immigration Canada Employment and Immigration Canada

PERMANENT PART-TIME EMPLOYEES HIRED*
RECRUTEMENTS: SALARIÉS PERMANENTS À TEMPS PARTIEL

Form formulaire 4 Partie

Women Col. 12 Members of Visible Minorities Membres des minorités visibles 1.5/H. Men Hommes Col. 11 Total Number Nombre total Col. 10 An Transpor Dervices Jeaustry Reporting Period: Période de rapport: Women Col 9 Persons with Disabilities Personnes handicapées Men Hommes Col. 8 2 Total Number Nombre total Imciden. Industrial Sector: Branche d'activité: Col. 7 Women Col. 6 Province / Territory (specify)
Province / territoire (préciser) Aboriginal Peoples Autochtones Men Hommes Col. S Total Number Nombre total Col. 4 Women Col. 3 Ø All Employees Tous les salariés Geres Services II Imc Men 2 Col. 2 National (Canada) National (Canada) Total Number Nombre total Col. 1 130 130 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS Middle or other managers Cadres intermediaires et autres cadres Occupational Groups Categories professionnelles Semi-professionals and technicians Semi-professionnels et techniciens Skilled crafts and trades workers Travailleurs qualifies et artisans Service workers Employés du secteur des services Sales workers £mployés du secteur de la vente Travailleurs manuels spécialises Semi-skilled manual workers Autres travailleurs manuels Other manual workers Name of Business: Nom de l'entreprise: Upper-level managers Cadres supérieurs Clerical workers Employés de bureau Foremen/women Contremaitres Location-Endroit Professionals Professionnels Surveillants

Canadä

Use separate Parts for permanent full-time and temporary employees Utiliser les autres parties pour les salariès permanents à temps plein et les salariés temporaires

LMP. 3890 (9-66)

Employment and Immigration Canada Emploi et Immigration Canada

PERMANENT FULL-TIME EMPLOYEES PROMOTED* AVANCEMENTS: SALARIÉS PERMANENTS À TEMPS PLEIN*

S Parte A

Industrial Sector Branche d'activite.

Levices Industry incident to

Reporting Period: Periode de rapport:

Col 12

Col 11

Col 10

Col. 9

Province / Territory (specify) Province / territoire (preciser)

National (Canada) National (Canada)

Location-Endroit

Name of Burness.

Find Surver I Thus

NOTE See instructions NOTA Voir instructions

Women Members of Visible Minorities Membres des minorites visibles Employees promoted (Employees promoted during the year are to be reported only in the occupational groups to which or within which they have been last promoted) Salaries promus au cours de l'annee doivent être inscrits seulement dans la categorie professionnelle a l'aquelle ou a l'interieur de laquelle ils ont été promus en dernier) Hommes Men Total Number Nombre total Women

Occupational Groups Categories professionnelles		All Employees Tous les salaries			Abonginal Peoples Autochtones	es	Per	Personnes handicapees	es
	Total Number Nambre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	Women	Total Number Nombre total	Men Hommes	35
	Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col. 7	Col 8	
Upper-level managers Cadres superieurs									
Middle or other managers Cadres intermediaires et autres cadres									
Professionals Professionnels									
semi-professionals and technicians Semi-professionnels et techniciens									
Supervisors									

d

Sales workers Employes du secteur de la vente Service workers Employes du secteur des services Skilled crafts and trades workers Travailleurs qualifies et artisans Semi-skilled manual workers Travailleurs manuels specialises Autres travailleurs manuels

Clerical workers Employes de bureau Foremen/women

Use separate Parts for permanent part-time and temporary employees. Utiliser les autres parties pour les salaries permanents à temps partiel et les salaries temporaires

TOTAL NUMBER OF EMPLOYEES PROMOTED NOMBRE TOTAL DE SALARIES PROMUS

Other manual workers

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

1 PAP 3869 (9-86)

Employment and Immigration Canada — Emploret Immigration Canada

PERMANENT PART-TIME EMPLOYEES PROMOTED*
AVANCEMENTS: SALARIES PERMANENTS À TEMPS PARTIEL*

5 Partie B Form Formulaire

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(AAP 3883 (9-86)

Use separate Parts for permanent full-time and temporary employees
Utiliser les autres parties pour les salaires permanents a temps plein et les salaires temporaires

Employment and immigration Canada Employer Immigration Canada

PERMANENT FULL-TIME EMPLOYEES TERMINATED* CESSATIONS DE FONCTIONS: SALARIÉS PERMANENTS À TEMPS PLEIN*

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LOI SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI

1990: RAPPORT ANNUEL POUR L'ANNÉE SE TERMINANT EN DÉCEMBRE 1989

EMPLOYMENT EQUITY ACT

1990: ANNUAL REPORT FOR THE YEAR ENDING DECEMBER 1989



AIR CANADA

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Employment and Emploi et Immigration Canada

(Subsections 4(1) and 6(1) / paragraphes 4(1) et 6(1)) SCHEDULE II / ANNEXE II

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, REPORT SUMMARY AND CERTIFICATION OF ACCURACY ÉQUITÉ EN MATIÈRE D'EMPLOI: RDENTIFICATION DE L'EMPLOYEUR, SOMMAINE DU RAPPORT ET ATTESTATION D'EXACTITUDE

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AIR CANADA EMPLOYMENT EQUITY - 1989 REPORT

EXECUTIVE SUMMARY

INTRODUCTION

- country's pre-eminent airline, the globalization of the airline industry requires it to Air Canada is a Canadian based international airline providing scheduled and charter transportation for passengers and cargo. Its passenger route network offers scheduled services to 24 Canadian and to 40 international destinations, in Europe, Asia, The Carribean and The USA. While one of the Corporation's objectives is to remain this increase its presence in the major international markets of North America, Europe and
- The Corporation's Canadian work force numbers 22,700 employees, 81% of which are represented by five unions. While its Employment Centres are located in the major Canada, 80% of the Canadian employee population is located in metropolitan areas of Montreal, Toronto and Winnipeg.
- In July 89, the airline became a fully publicly owned Company. This has not altered the Company's commitment to achieve representative employment for women, aboriginal groups, people, persons with disabilities and members of the visible minority commitment which is reflected in its ongoing employment equity program.
- Established Employment Equity targets are reviewed regularly as part of annual management objectives, action plans and reporting processes.
- designated groups due to the self-identification process in use in Air Canada and to The representation data contained in this report is understated for three of the four the fact that 23% of our employees have failed to respond to our identification survey.

ENVIRONMENTAL FACTORS/TRENDS

- management administrative and technical support staff saw the elimination of 300 positions. trend is expected to continue in 1990 into the direct labour ranks as well. In 1989, an approximate six percent reduction in the airline
- Withdrawal of Air Canada operations from some smaller cities in 1989 and 1990 will require relocation of staff to other cities and reduce the number of hires in those cities in 1990.

ENVIRONMENTAL FACTORS/TRENDS (cont'd)

- As a result of this downsizing and of the slow economic growth expected for 1990/91, 1990/91 hirings will be limited to replacing only part of the forecast that
- We have used the 1986, Census based, EIC statistics to assess our representation and to We did use the "all industries" labour supply statistics for most of the groups except where it was more appropriate to use the availability by standard occupational code (SOC) (e.g. for Pilots). set targets. occupational
- In 1989, the bulk of our hiring (93%) was in the main entry positions of Pilots, Flight entry Attendants, Mechanics, Station Attendants and Customer Sales & Service Agents. the distributed among expected to be similarly 1990 are positions.

EMPLOYMENT EQUITY ACTIVITIES

0

Various activities were undertaken in 1989 and new initiatives introduced such as:

- Outreach activities which have yielded encouraging results particularly for women in non traditional jobs and for members of visible minorities.
- Programs to identify more aboriginal and disabled candidates.
- a visible minority recruiting agency specializing in designated groups The services of were retained.
- between We have joined an umbrella organization for disabled to help bridge the gap disabled applicants and Air Canada as an employer.
- Minimum job requirements for our main entry positions continue to be reviewed. have been modified where appropriate in order to remove any unjustified barrier.
- Modifications to our facilities to make them "Disabled Accessible" have begun. 0
- identification survey and to facilitate the identification of designated group members New methods are being introduced to improve the rate of response to our among our employees.

EMPLOYMENT EQUITY ACTIVITIES (cont'd)

- Were positions management-entry for processes selection self-nomination and developed and introduced.
- of Employment Equity, to facilitate designated group members integration, to promote self-identification and to review progress. comprehensive communication program to employees and union representatives was continued using presentations, videos and internal news media to explain the principles
- Progress was monitored and the results achieved were reviewed twice in 1989 by the Executive Management level of the Company.
- Development of a non-discriminatory automated, J.E. System has continued in 1989.

YEAR-TO-YEAR PROGRESS

We have been generally less However, as indicated earlier, increases in representation for three of the four groups Our 1989 results show that we progressed at a good rate in the percent representation of successful with our attempts to recruit aboriginal people and people with disabilities. are understated due to the use of the self-identification process. visible minorities and women in non-traditional positions.

aircraft addition, the percentage of women promoted (36%), including 3 in Senior Management and women hired in 1989, 150 were for non-traditional positions such in Middle Management, exceeded the total women representation in the Corporation (34%). mechanics (skilled workers) where availability of qualified candidates is limited. Station Attendants, Professionals, Semi-Professionals, etc. Women: Representation increased in all key occupational groups except for Mechanics, total, out of 639

efforts through outreach activities, very few applications from aboriginal people Representation increased from 62 people to 71 in 1989. generated. (Refer to Concerns/Challenges section). Aboriginal People:

Persons With Disabilities: Representation increased from 229 people to 233 in 1989. Nine persons with disabilities were hired in 1989 even though the majority of our hirings a number of took place in entry positions having occupational requirements which prevent disabled persons from applying (refer to Concerns/Challenges section). Members of Visible Minorities: Representation increased by 274 people, from 703 to 977 in well in all occupational groups, except Middle Management where the opportunities were reduced due to a downsizing program. Representation in the four occupational groups of 1989 as a result of hirings augmented by self-identification. Representation progressed professionals, semi-professionals, skilled and semi-skilled workers either exceeded the national availability or was near it. Percentage of visible minorities hired in 1989 was double the national availability figure (12.4% vs 6.3%) in addition, percentage of promotions (4.7%) was slightly higher than their representation in the Corporation (4.3%). We believe the progress we have made is the result of setting yearly targets and the Corporation; developing action plans at the functional level of progress reviews at the Executive Management level.

CONCERNS/CHALLENGES

We are facing a number of constraints and challenges in implementing Employment Equity. Some of these are peculiar to the airline industry, others are peculiar to Air Canada.

PEOPLE WITH DISABILITIES

- 93% of all Company hires in 1989 were for operational positions such as Pilots, Flight positions have occupational requirements which people with most forms of disability Attendants, Mechanics, Station Attendants, Customer Sales & Service Agents, etc. cannot be considered qualified for.
- Our outreach efforts have been concentrated on finding disabled candidates to fill the To date, very few applications have been generated. remaining openings.

ABORIGINAL PEOPLE

- Again, in spite of our active outreach activities, we have been unable to generate many applications for those entry positions into which we hire the most.
- We believe that a number of qualified applicants are unwilling and/or unable to take jobs that would force them to move too far from their homes.

IDENTIFICATION PROCESS

representation for three of the four designated groups. We have reasons to believe that questionnaire is administered to each new employee to obtain identifications for the It is recognized that this process results in a sizeable understatement of the under-identification is particularly high among aboriginal people and persons with the situation through A similar survey was used with our existing to remedy We are therefore taking measures communications to encourage people to self-identify. Act. purposes of the Employment Equity disabilities.

OFFICIAL LANGUAGES ACT

Pursuant to the Air Canada Public Participation Act, Air Canada is subject to the Official Languages Act. In order to comply with the Act, bilingualism is required from candidates for public additional qualification places restrictions on the supply for recruitment of aboriginal contact jobs. In 1989 we hired 1,100 people, (60% of total) for such positions. and visible minority groups in particular.

CONCLUSION

It is encouraging to see progress in our Corporate wide commitment to representative Our Company's efforts, together with those of Employment & Immigration Canada and the designated groups representatives, will enable Air Canada to reach the qoal of a fully representative work force. employment.

CONCLUSION (cont'd)

- The Chairman of the Board and the President and Chief Executive Officer of Air Canada We believe that Employment Equity will help us it with the varied pool of talents and cultures it requires to serve not only its diversified Canadian customers, but also to gain a competitive edge in its attempts to in uniquely positioning the Corporation to tackle these new opportunities by providing have both stated that Air Canada's future lies in new international markets, penetrate those new international markets. particularly Asia and the Pacific Rim.
- E.I.C. must take the lead role in fostering joint work and activities between the main partners in this undertaking, i.e. employers, Government agencies, designated groups We also believe that to make a national success of its Employment Equity initiative, associations and employee representatives.

Through a cooperative approach, progress towards the goal of representative employment candidates and employers. This approach can also help the parties involved to realize should also result in a better acceptance of the program by everyone and help resolve can be achieved. Such an approach can bridge the gap between designated groups, that representative employment makes good business sense, in addition to being fair and making good social and economic sense. A wide ranging communication of this approach the self-identification problem experienced by many employers. Air Canada is encouraged by its experience and results to date and it is in this spirit of support and cooperation that we are pleased to submit our third Employment Equity

AIR CANADA - RAPPORT SUR L'ÉQUITÉ EN MATIÈRE D'EMPLOI - 1989

SOMMAIRE POUR LA DIRECTION

INTRODUCTION

- aérienne internationale ayant son siège au Canada, Air Canada assure le la globalisation du transport aérien l'oblige à renforcer sa présence sur les marchés internationaux norddes Antilles, de l'Asie et des États-Unis. Bien que l'un des objectifs escales transport de passagers et de fret par ses services réguliers et nolisés. passagers réguliers sur 24 villes canadiennes et relie 40 la Société soit de conserver sa place prééminente au Canada, américain, européen et asiatique. Compagnie
- du Canada, 80 % du personnel canadien travaille dans les régions métropolitaines de Les effectifs canadiens de la Société s'élèvent à 22 700, dont 81 % sont représentés par cinq syndicats. Si les centres d'exploitation sont situés dans les grandes villes Montréal, Toronto et Winnipeg.
- En juillet 1989, la Société est devenue entièrement privatisée, ce qui n'a aucunement Cet engagement se diminué son engagement à atteindre une représentation équitable des femmes, autochtones, des handicapés et des membres des minorités visibles. traduit par ses programmes permanents d'équité en matière d'emploi.
- d'actions et rapports établis chaque année par la direction et revus périodiquement. Les objectifs d'équité en matière d'emploi sont intégrés aux objectifs,
- Les statistiques fournies par le présent rapport relativement à la représentation sont en-deçà de la réalité pour trois des quatre groupes désignés en raison du processus d'auto-identification et du fait que 23 % du personnel n'a pas répondu au sondage d'identification.

INFLUENCES/TENDANCES

- soutien administratif et technique s'est traduite par l'élimination de 300 emplois. En 1989, une réduction de six pour cent des cadres et du personnel tendance devrait se maintenir et s'étendre à la main-d'oeuvre directe.
- La fermeture par Air Canada de certaines petites escales en 1989 et 1990 nécessitera la mutation de personnel à d'autres villes et réduira l'embauchage dans ces villes en

- Par suite de la diminution de l'effectif et de la faible croissance économique prévue pour 1990-1991, nous prévoyons que, en 1990-1991, l'embauchage ne compensera qu'en partie l'attrition.
- Nous avons employé les statistiques sur l'offre de main-d'oeuvre ≪toutes industries> pour la plupart des groupes de professions, sauf quand il convenait mieux de définir la disponibilité en fonction du code de la Classification type des professions (CTP) (par exemple dans le Nous avons utilisé les statistiques d'EIC, fondées sur les résultats du recensement de 1986, pour évaluer la représentation et fixer des objectifs. cas des pilotes)
- En 1989, la majeure partie de l'embauchage (93 %) touchait les principaux postes de mécaniciens, préposés d'escale et L'embauchage prévu en 1990 devrait également toucher ces mêmes postes, dans les mêmes proportions. niveau d'entrée des pilotes, agents de bord, agents - Ventes et service Clientèle.

ACTIVITÉS RELATIVES À L'ÉQUITÉ EN MATIÈRE D'EMPLOI

de nouvelles initiatives ont été entreprises et activités ont diverses lancées, notamment

- encourageants, et pour les femmes résultats minorités visibles ont produit des membres des de recrutement actif les postes non traditionnels. particulièrement pour les activités
- Des programmes visent à faciliter le dépistage de candidats handicapés ou autochtones.
- groupes désignés ont été d'une agence de recrutement spécialiste des services
- candidats combler le fossé entre les Nous avons adhéré à un organisme-cadre pour handicapés et Air Canada en tant qu'employeur.
- postes à réévaluer les exigences de nos principaux Certaines ont été modifiées pour éliminer des obstacles injustifiés. Nous continuons
- avons entrepris des modifications de nos installations pour les rendre plus accessibles aux personnes handicapées.

- questionnaire d'auto-identification et faciliter le dépistage des membres des groupes Nous instaurons de nouvelles méthodes pour améliorer le taux de réponse désignés parmi nos employés.
- candidature par l'employé concerné relativement aux postes cadres de premier niveau. mise Nous avons conçu et institué de nouveaux processus de sélection et de
- programme de communication d'envergure à l'intention des employés et des représentants syndicaux a été poursuivi. Des exposés, des vidéos, et des articles l'équité en dans les journaux internes ont servi à expliquer les principes de matière d'emploi, à faciliter l'intégration des membres des groupes promouvoir l'auto-identification et à évaluer les progrès réalisés.
- Les progrès ont été suivis de près et les résultats obtenus, passés en revue deux fois en 1989 par la haute direction de la Société.
- Nous avons poursuivi la mise au point de notre système automatisé d'évaluation non discriminatoire des postes.

PROGRESSION PAR RAPPORT À L'ANNÉE PRÉCÉDENTE

Les résultats de 1989 indiquent que la représentation (en pourcentage) a progressé à un bon rythme en ce qui concerne les membres des minorités visibles et les femmes dans les postes non traditionnels. Cependant, nos tentatives de recrutement d'autochtones et de personnes handicapées ont, en général, eu peu de succès. Tel qu'indiqué plus haut, les données d'augmentation de la représentation pour trois des quatre groupes sont néanmoins en-deçà de la réalité en raison du processus d'auto-identification utilisé. Femmes: La représentation s'est accrue dans toutes les catégories professionnelles sauf celle des mécaniciens avions (travailleurs qualifiés) où la disponibilité de candidates compétentes est faible. Sur les 639 femmes embauchées en 1989, 150 étaient destinées à des postes non traditionnels (pilotes, mécaniciennes, préposées d'escale, professionnelles, semi-professionnelles, etc.). De plus, le pourcentage de femmes promues (36 %), dont trois à des postes de cadres supérieures et 36 à des postes de cadres intermédiaires, était supérieur au pourcentage de représentation des femmes (34 %).

Malgré nos activités de recrutement actif, nous ne recevons que très peu de demandes Autochtones: La représentation s'est accrue, passant de 62 à 71 personnes en 1989. d'emploi de la part d'autochtones. (Voir la section Préoccupations/défis.)

Nous avons embauché neuf personnes handicapées en 1989, même si beaucoup de nos d'entrée offerts sont assortis d'exigences professionnelles qui empêchent un grand Personnes handicapées: La représentation s'est accrue, passant de 229 à 233 personnes en (Voir la section Préoccupations/ de ces personnes de poser leur candidature. nombre

amélioration s'est fait sentir dans toutes les catégories professionnelles, sauf celle des tés. Dans quatre catégories (celles des professionnels, des semi-professionnels, des travailleurs qualifiés et des travailleurs spécialisés), la représentation était supéri-Membres des minorités visibles: La représentation s'est accrue de 274, passant de 703 à cadres intermédiaires où un programme de réduction des effectifs a réduit les possibilieure à la disponibilité à l'échelle nationale ou très proche de celle-ci. Le pourcentage de membres des minorités visibles embauchés en 1989 était le double de la disponibilité canadienne (12,4 % et 6,3 % respectivement) et le pourcentage de promotions (4,7 %) était légèrement plus élevé que le pourcentage de représentation au sein de la Société (4,3 %). 977 personnes en 1989, grâce à l'embauchage et au processus d'auto-identification.

Nous croyons que les progrès réalisés résultent de l'établissement d'objectifs annuels et de plans d'action au niveau fonctionnel de la Société, ainsi que des réévaluations périodiques des progrès au niveau de la haute direction.

PRÉOCCUPATIONS/DÉFIS

L'application des programmes d'équité en matière d'emploi ne se fait pas sans certains défis et difficultés, dont certains sont propres à l'industrie du transport aérien et d'autres, à Air Canada.

Personnes handicapées

- etc.). Les exigences professionnelles de ces postes ne peuvent être conciliées avec Dans 93 % des cas, l'embauchage visait à pourvoir des postes d'exécution (pilotes, agents de bord, mécaniciens, préposés d'escale, agents - Ventes et service Clientèle, la plupart des handicaps.
- Nous concentrons nos efforts de recrutement actif sur la recherche de candidats handicapés pour les autres vacances, mais nous n'avons jusqu'à maintenant obtenu que peu de résultats.

Autochtones

- d'entrée pour lesquels malgré nos efforts de recrutement actif, nous n'avons pas réussi susciter un grand nombre de demandes relativement aux postes le plus d'embauchage. nous faisons encore,
- Nous croyons qu'un certain nombre de personnes compétentes ont une certaine réticence ou ne sont pas en mesure d'accepter des emplois qui les obligeraient à trop s'éloigner de chez elles.

Processus d'auto-identification

de la Loi sur l'équité en matière d'emploi et avons déjà utilisé une méthode semblable pour nous renseigner sur le personnel déjà en service. Il est couramment admis que les statistiques obtenues au moyen de ce processus sont nettement en-deçà de la tion est particulièrement marquée chez les autochtones et les personnes handicapées. Nous Nous faisons remplir à chaque nouvel employé un questionnaire d'auto-identification aux réalité pour trois des quatre groupes désignés. Nous croyons que cette sous-identificaprenons donc des mesures pour rectifier la situation et encourager, par la communication, les personnes concernées à s'auto-identifier.

Loi sur les langues officielles

La Loi sur la participation publique au capital d'Air Canada assujettit la Société à la Les candidats aux postes en contact avec le public 1 100 personnes (60 % de l'embauchage total) pour de tels postes. Cette exigence supplémentaire impose des limitations aux possibilités de recrutement, particulièrement d'autochtones et de membres En 1989, nous avons engagé Loi sur les langues officielles. doivent donc être bilingues. des minorités visibles.

CONCLUSION

Notre engagement à l'égard de la représentation équitable à l'échelle de la Société a Canada et des représentants des groupes désignés, permettront à Air Canada d'atteindre fait des progrès encourageants. Nos efforts, conjugués à ceux d'Emploi et Immigration son objectif de représentation équitable.

exceptionnellement blen de nouvelles occasions. En effet, des effectifs de nombreuses Le Président du Conseil et le Président-directeur général d'Air Canada ont récemment Internationaux, particulièrement ceux de l'Asie et de la Ceinture du Pacifique. Nous cultures, aux talents variés, nous permettront non seulement de servir une clientèle canadienne diversifiée, mais nous conféreront aussi un avantage commercial dans la les nouveaux aldera croyons fermement que l'équité en matière d'emploi nous sur jouerait pénétration de nouveaux marchés internationaux. d'Air Canada se l'avenir

Selon nous, pour que l'équité en matière d'emploi soit réalisée à l'échelle du Canada, EIC doit jouer un rôle de meneur et encourager les principaux intervenants des activités désignés associations des groupes des travailleurs) à collaborer et à entreprendre qouvernementaux, (employeurs, organismes représentants conjointes. Cet objectif de représentation équitable ne pourra être atteint que par un processus Seule une telle attitude peut combler le fossé qui sépare les groupes désignés, les candidats et les employeurs. Elle peut également aider les parties en cause à comprendre que, en plus d'être juste et logique du point de vue et économique, la représentation équitable constitue aussi un avantage Un vaste programme de communication dans cette optique pourrait faire l'élimination du problème d'auto- identification dont beaucoup d'employeurs souffrent mieux accepter l'équité en matière d'emploi à tout le monde, et contribuer à de collaboration. présentement.

elle est heureuse de présenter, avec une promesse d'appui et de collaboration, son Son expérience et les résultats obtenus jusqu'à maintenant encouragent Air Canada et troisième Rapport sur l'équité en matière d'emploi.

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* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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PART A	PARTIE A	PER 100:	PERIODE DE RAPPORT:
FORM	FORMULAIRE PARTIE A	REPORTING MERIOD:	PERIODE DE
OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES	CATEGORIES PROFESSIONNELLES ; SALARIES PERMANENTS A TEMPS PLEIN	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN
OCCUPATIONAL GROUPS	CATEGORIES PROFESSIONNEL	INDUSTRIAL SECTOR:	BRANCHE D'ACTIVITE:
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		NAME OF BUSINESS:	NOM DE L'ENTREPRI

1989 P.2

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21,658 14,638 7,020

NOMBRE TOTAL DES SALARIES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

I REFRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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	EMPLOYEES
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	GROUPS
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CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL INDUSTRIAL SECTOR:

BRANCHE D'ACTIVITE: AIR CANADA

NOM DE L'FNTREPRISE;

LOCATION: ENDROIT:

NAME OF BUSINESS:

NATIONAL (CANADA) NATIONAL (CANADA)

AIR TRANSPORT INDUSTRIES

1989

PERIODE DE RAPPORT:

DESIGNATED CMA

RMR DESIGNEE

REPORTING PERIOD:

FORMULAIRE FORM

P. 1

PART B PARTIE

> INDUSTRIES DU TRANSPORT AERIEN 1 PROVINCE PROVINCE

ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. WINDRITIES AUTOCHTONES PERS. HANDICAPEES MEMB. WINDR. VISIBLES COL.8 COL.9 COL.10 COL.11 COL.12 COL.13 4-1 H-F W-F TOTAL M-H W-F TOTAL COL.5 COL.6 COL.7 TOTAL M-H COL . 4 M-F TOUS LES SALARIES COL.3 H-H COL.? TOTAL 0 40 OCCUPATIONAL GROUPS

TOP AND BOTTOM
OF SALARY RAHGE
TO ANY ET HIN.

CATEGORIES PROFESSIONNELLES DE REMUERATION
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MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES

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SURVETLLANTS

FORE MEN/WOMEN CONTREMAITRES

REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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PART B	ORMULAIRE PARTIE B	PERIOD:	PERIODE DE RAPPORT:	
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OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	
		ATA CANADA		
		NAME OF BUSINESS:	NOW DE L'ENTREPRISE:	

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ATIONAL (CANADA) ATIONAL (CANADA)	OCCUPATIONAL GROUPS TOP AND BOTTOM ALL EMPLOYEES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEY3. VIS. WINDRITIES OF SALARIES AUTOCHTONES PERS. WANDICAPEES MEY3. VISIBLE CATEGORIES PROFESSIONNELLES DE L'ÉGHELLE O. TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL W-F TOTAL M-H W-F
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OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE *		TOUS LES SALARIES	ES SAL	RIES	ABORI	FOCHTON	EOPLES	PERS. W.	DISABIL	ITIES	ME 43. V	IS. WIN	ABORIGINAL PEOPLES PERS.W. DISABILITIES MEM3. VIS. MINORITIES AUTOCHTONES PERS. HANDICAPEES MEM9. MINOR. VISIBLES	
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CLERICAL WORKERS EMPLOYES OF BUREAU		2m0≠						•							
SALES WORKERS	\$15000 - \$17499	7P	290	~0	104				2		2	4 0		40	
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SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES		250c=													

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36 * I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE 22 58 2 763 288 1,051 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES

13

\$15000 - \$17499

6666\$

- 00578

SEMI-SKILLED MANUAL WORKERS TRAVAILLEUPS MANUELS SPECIALISES

SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS GUALIFIES ET ARTISANS

AUTRES TRAVAILLEURS MANUELS

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SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PLEIN

PART A

FORM

FORMULAIRE

1989 PERIODE DE RAPPORT: REPORTING PERIOD: INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

PERSONS WITH DISABILITIES MEMBERS OF VIS. MINORITIES PERSONNES MEMBERS DES MINORITES VIS. TOTAL DIAL MINORITES COL. TO 27 12 22 4 3 14 285 7.0 00 19 27 16 101 211 101 20 39 1.7 200 110 216 ec. ~ 32 55 59 24 46 175 16 86 32 9 7 PROVINCE 0. JO 0 N M 23 ABORIGINAL PEOPLES
AUTOCHTONES
TAL M-H W-F = 15 TOTAL COL.4 20 TOUS LES SALARIES
TOTAL M-F
COL.1 COL.2 COL.3 206 453 3,742 145 510 623 905 555 228 91 7,020 X NATIONAL (CANADA) 3,972 2,522 3,545 1,683 232 387 178 373 357 393 983 4,638 7,714 3,077 3,773 1,698 438 8 40 323 883 980 662 1,074 21,658 \$10,000 - \$14,999 \$15,007 - \$17,499 - \$19,999 \$22,539 - \$24,999 - \$27,499 \$27,530 - \$29,999 \$30,000 - \$34,999 840,700 - 849,999 NUMBER OF EMPLOYEES NOMBRE DE SALARIES - \$22,499 835,300 - \$39,999 666 698 -SALARY RANGES ECHFLLES DE REMUNERATION 817,530 \$20,337 825,000 \$50,300 \$70,303 LOCATION: ENDROIT:

SALARY SUMMAPY : PERMANENT PART-TIME EMPLOYEES PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL

PART B

PERSONS WITH DISABILITIES MEMBERS OF VIS. WINDRITIES OF PERSONN'S HANDICAPES MEMBERS DES MINDRITES VIS. TOTAL MAIN WITE COL. 7 COL. 8 COL. 9 COL. 10 COL. 11 COL. 12 1989 17 13 PERIODE DE RAPPORT: PARTIE REPORTING PERIOD: 9 FORMULAIRE 19 INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES ~ PROVINCE N-F COL.6 ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL. BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: TOTAL EMPLOYEES
TOTAL ES SALARIES
COL.1 COL.2 COL.3 226 4.7 283 X NATIONAL(CANADA) X NATIONAL(CANADA) 53 279 54 421 297 NOM DE L'FNTGEPRISE: 666768 - 005728 \$10,005 - \$12,499 \$12,530 - \$14,999 \$15,000 - \$17,499 SALARY RANGES ECHELLES DE REMUNERATION NAME OF BUSINESS: LOCATION: ENDROIT:

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1,051

NUMBER OF EMPLOYEES NOMBRE DE SALARIES

HRB502P2

PART A

FORM

PERMANENT FULL-TIME EMPLOYEES HIRED

AIR CANADA

PERSONS WITH DISABILITIES MEMB, OF VIS, MINORITIES PERSONNES HANDICAFEE MEMB, DES MINORITES VIS, TOTAL MEMBER OCC. 7 COL. 7 COL. 7 COL. 7 COL. 7 COL. 11 COL. 12 1989 14 92 53 PARTIE A PERIODE DE RAPPORT: REPORTING PERIOD: 9 23 34 69 154 -FORMULAIRE 10 6 5 2 72 36 9 5 207 **≈**∩ ^ 9 INDUSTRIES DU TRANSPORT AERIEN 0 2 AIR TRANSPORT INDUSTRIES RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN 9-L00 S PROVINCE ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H W-F COL. COL. ~ PRANCHE C'ACTIVITE: INDUSTRIAL SECTOR: TOUS LES SALARIES TOTAL M-H W-F COL.1 COL.2 COL.3 20 5 36 12 26 74 270 <u>~</u> 240 168 653 15 25 107 241 NATIONAL CCANADAY 66 377 260 672 1,489 27 22 127 80 244 SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS SERVICE WORKERS EMPLOYES SERVICES SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES MIDDLE OR OTHER MANAGERS CADRES CADRES TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DF RECRUTEMENTS SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE ×× AIR CANADA OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS NOM DE L'ENTRFPRISE: UPPER-LEVEL MANAGERS CADRES SUPERTEURS CLERICAL WORKERS EMPLOYES DE BUREAU NAME OF BUSINESS: PROFESSIONALS PROFESSIONNELS CONTREMAITRES SURVEILLANTS LOCATION: ENDROIT:

	RECRU	PERM. ITEMENTS	ANENT PAR SALARIE	T-TIME E	PERMANENT PART-TIME EMPLOYEES HIRED RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL	IRED PS PART	161		FORMU	FORM 4	PART B	
NAME OF BUSINESS: NOM DE L'ENTREPRISE;	- 4	INDUSTPIAL SECTOR: BRANCHE D'ACTIVITE:	SECTOR:		AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	NDUSTRI	ES IT AERIEN		REPO PERI	REPORTING PERIOD: PERIODE DE RAPPORT:	RIOD:	1989
LOCATION: X NA ENDROIT: X NA	NATIONAL (CANADA) NATIONAL (CANADA)	ANADA)			PROVINCE	INCE						
	TOTAL COL. 1	TOUS LES SALARIES TOTAL M-H W-F COL.1 COL.2 COL.3		ABORIG AUT COL. 4	ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H W-I		RSONS WI PERSONN TOTAL COL. 7	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL M-H W-F COL.7 COL.9 COL.9	5	HEMB. DES WI TOTAL COL. 10 C	ES MINORITES VIS- COL.11 COL.12	ITIES VIS. W-F
UPPER-LEVEL MANAGERS CADRES SUPERIEURS												
MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES												
PROFESSIONALS PROFESSIONNELS												
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS												
SUPERVISORS												
FOREMEN/WOMEN CONTREMAITRES												
CLERICAL WORKERS EMPLOYES DE BUPEAU												
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	108	19	0							12	~ i	10
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES												
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS												
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	545	231	14	-	-					6	6	
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS												
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DF RECRUTEMENTS	353	052	103	-	-					21	Ξ	10

PERMANENT FULL TIME EMPLOYEES PROMOTED

5 PART A

FORM

	AVAN	AVANCEMENTS :	SALARIES	PERMANEN	SALARIES PERMANENTS A TEMPS PLEIN	NI		FORM	FORM 5	PART A	4
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE;		INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	SECTOR:		AIR IRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	FRIES PORT AERIE	z	REPORTI	ш	PERIOD:	1989
LOCATION: ENDROIT:	NATIONAL (CANADA)	CANADA)			PROVINCE						
	TOTAL COL.1	TOUS LES SALARI TOTAL M-H COL.1	TES W-F	ABORIG TOTAL COL. 4	ABORIGINAL PEOPLES TAL M-H W-F	PERSONS W PERSON TOTAL	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL MATH		MEMB. OF V.	MINORITES VIS-	S VIS.
UPPER-LEVEL MAMAGERS CADRES SUPERIFURS	23	30	m			•	רמריש נמר			COL.11	COL.12
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	173	137	36						٣	-	~
PROFESSIONALS PROFESSIONNELS	20	10	10						₩	-	2
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	107	89	18	-	-	-	-		4	-	m
SUPERVISORS	35	18	17						~	-	-
FOREMEN/WOMEN CONTREMAITRES	9.5	83	٥			-	-		٣	₩	
CLERICAL WORKERS EMPLOYES DE BUPEAU	240	76	164			-		-	17	80	٥
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	22	1	11								
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	4	2	۲								
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	3.8	36	2						4	√7	
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	٥	٥									
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	-	-									
TOTAL NUMBER OF EMP PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	164	767	272	-	-	~	~		36	19	17
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	119	667	280	-	-	₩	2	_	3.8	21	17

_	PROMOTED
AIR CANADA	EMPLOYEES
	TIME
	PART TIME
	PERMANENT

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL NAME OF BUSINESS:

INDUSTRIAL SECTOR:

AIR CANADA

NOM DE L'ENTREPRISE:

LOCATION: ENDROIT:

X NATIONAL (CANADA)

1989 PERIODE DE RAPPORT: REPORTING PERIOD:

PARTIE B

FORMULATRE

INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE;

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMB. OF VIS. WINORITIES ALTOCHTOMES HANDICAPEES MEMB. DES MINORITIES VIS. TOTAL TOTAL MAN WE TOTAL MAN MEMBERS ALS COL. 5 COL. 5 COL. 7 COL. 8 COL. 9 COL. 13 COL. 11 COL. 12 PROVINCE

TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3

MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES

UPPER-LEVEL MANAGERS CADRES SUPERIFURS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS PROFESSIONALS PROFESSIONNELS

FOREMEN/WOYEN CONTREMAITRES SURVEILLANTS

CLERICAL WORKERS

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

	•										
	CESSA	CESSATIONS DE FONCTIONS	FULL-TIME FONCTIONS	EMPLOYEES	PERMANENT FULL-TIME EMPLOYEES TERMINATED ATIONS DE FONCTIONS ; SALARIES PERMANENTS	S	A TEMPS PLEIN		FORM	6 PART A	<
NAME OF BUSINESS: NOM DE L'ENTREPRISE:	1 4	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	SECTOR: ACTIVITE:		AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	JSTRIES ASPORT A	ERIEN		REPORTING PERIOD: PERIODE DE RAPPOR	NG PERIOD: DE RAPPORT:	1989
LOCATION: X NA X NA X NA X NA X NA X NA X NA X	NATIONAL (CANADA) NATIONAL (CANADA)	ANADA) ANADA)			PROVINCE	ww					
	TOTAL COL. 1	TOUS LES SALARIES TAL M-H W	S FES COL.3	ABORIGIN AUTOC COL.4	AUTOCHTONES AUTOCHTONES TAL Loc COL.5 COL.6		R SONNES H	PERSONS WITH DISABILITIES TOPERSONNES HANDICAPEES TOTAL M-H W-9 COL.7	MEMB. 0 TOTAL COL. 10	VIS WI MINORI M-H COL.11	NORITIES TES VIS. W-F
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	100	17	-								
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	103	89	14						2	>	
PROFESSIONALS PROFESSIONNELS	=	10	-					-	m	m	
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	1.7	63	ec				_	-	٣	~	-
SUPERVISORS	34	31	₩								
FOREMEN/WOMEN CONTREMAITRES	99	99					7	4			
CLERICAL WORKERS EMPLOYES DE BUREAU	106	43	63	qua.		-	_				m
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	102	2	65				~	-	-		-
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	8 5	20	65				_		4	>	2
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	117	115	2				~	2	~	5	
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	151	145	9				2	~	7	^	
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	77	39	٧.						6	\$	m
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	806	675	233	-		-	4		37	22	10

	CESSAT	RMANENT TONS DE	PART-TIME FONCTIONS	EMPLOYE : SALAR	PERMANENT PART-TIME EMPLOYEES TERMINATED ATIONS DE FONCTIONS ; SALARIES PERMANENT	ITED IENTS A	PERMANENT PART-TIME EMPLOYEES TERMINATED CESSATIONS DE FONCTIONS ; SALARIES PERMANENTS A TEMPS PARTIEL		FORM	PART B PARTIE B	
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE:	IN B	IDUSTRIAL	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	RANSPO	IES RT AERIEN		REPORTING PERIOD: PERIODE DE RAPPORT:	PERIOD: RAPPORT:	1989
LOCATION: X NAT ENDROIT: X NAT	NATIONAL (CANADA)	NADA)			PROV	PROVINCE					
	TOTAL COL.1	LES SALARIES COL.2 CO	S IFS W-F COL.3	ABORIG TOTAL COL.4	ABORIGINAL PEOPLES TAL M-H W-F		FRSONS WITH PERSONNES TOTAL	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL MAN M-H W-F COL. 7 COL. 8 COL.	MEMB. TOTAL	OF VIS MINOR	MINORITIES RITES VIS.
UPPER-LEVEL MAWAGERS CADRES SUPERIFURS											01.10
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES											
PROFESSIONALS PROFESSIONNELS											
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS											
SUPERVISORS											
FOREMEN/WOMEN CONTREMAITRES											
CLERICAL WORKERS EMPLOYES DE GUREAU											
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	0.2	16	24	-		-	-	-	*	-	2
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES											
SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS											
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	119	114	2	-	-				~	7	
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS											
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	189	130	65	~	-	-	-	-	10	en	2

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P.1	1989	
FORMULATRE 2 PARTE A P.1	REPORTING PERIOD:	DESIGNATED CMA RMR DESIGNEE
OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	PROVINCE - NEWFOUNDLAND X PROVINCE - TERRE-NEUVE
OCCUPATIONAL GROU		NATIONAL (CANADA) NATIONAL (CANADA)
	NAME OF BUSINESS: NOM DE L'ENTREPRISE:	LOCATION: NATE ENDROIT: NATE

DRITIES	N-F	COL.13
INOR. VI	X-X	COL.12
MEMB.	TOTAL	0 COL.11
ILITIES PEES	3	C01.1
. DISAB	H-H	6.100
PERS.	TOTAL	COL. 8
PEOPLES	N- F	COL.7
GINAL	±	00L.6
ABOR	TOTAL	COL. 5
REES	H-1	\$. 103
LES SA	===	COL.3
TOUS	TOTAL	C01.2
-44	ď	
OCCUPATIONAL GROUPS OF SAND BOTTOM ALL EMPLOYEES ABORIGINAL PEOPLES PERS.W. DISABILITIES HEMB. VIS. MINORITIES MAY FY MINOR. VISIBLES AUTOCHTONES PERS. HANDICAPEES MEMB. WINOR. VISIBLES	CATEGORIES PROFESSIONNELLES DE L'ECHELLE	1.100

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	666698 - 000598	666778 - 000078			666778 - 000078	666778 - 000078	\$35000 - \$39999	\$30000 - \$34999
	4					4	,	-
	_				_	-		
	\$ 65000	\$ 40000			\$ 40000	\$ 40000	\$ 35000	\$ 30000
UPPER-LEVEL MANAGERS CADRES SUPERIEURS		CADRES INTERMEDIAIRES ET	PROFESSIONALS PROFESSIONNELS	SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	SUPERVISORS	SURVEILLANTS	FOREMEN/NOMEN	CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REFRESENTE LES SALAIRES DU QUART LE MOINS ELEVEJ 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

NAME OF BUSINESS: NOM DE L'ENTREPRISE;		S PR	OCCUPATIONAL GROUPS: ORIES PROFESSIONNELLES INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	ES : SAL AIR TR INDUST	OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D*ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	IE EMPLOY INTS A TE TRIES PORT AER	FES PLEI	2	FORM PART A FORMULAIRE PARTIE A PEPORTING PERIOD:	P.2
LOCATION: MATI	NATIONAL (CANADA) National (Canada)				PROVINCE -	NEWFOUNDLAND TERRE-NEUVE	NDL AND NEUVE		DESIGNATED CHA	
OCCUPATIONAL GROUPS OF SALARY RANGE CATEGORIES PROFESSIONNELLES DE L'ECHELLE RENUER RENUERATION	TOP AND BOTTOM OF SALARY RANGE MAX. ET MIN ES DE L'ECHELLE DE REMUNERATION	* *	TOUS LES SALARIES TOTAL M-H W-F	ALARIES N-F	ABORIGINAL PEOPLES PERS. W. DISABILITIES AUTOCHTONES PERS. HANDICAFEES TOTAL M-H W-F TOTAL M-H W-F	PEOPLES ONES W-F	PERS. H.	DISABILINDICAPE	ES MEMB, VIS, MINORITIES W-F TOTAL M-H W-F	ITTES IBLES W-F
CLERICAL WORKERS EMPLOYES DE BUREAU	\$35000 - \$39999 \$17500 - \$19999	4MU-				0 (01.	COL.8 COL.9		COL.10 COL.11 COL.12 COL.13	L.13
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	\$40000 - \$44999 \$22500 - \$24999	4m0+	- 5-E	5 27						
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES		4mn=								
SKILLED CRAFTS AND TRAVELLEURS WORKERS TRAVALLEURS QUALIFIES	\$45000 - \$34999 \$30000 - \$34999	4M0+	Nm ←	~ ~ ~						
SEMI-SKILLED MANUAL WORKERS TRAVALLEURS MANUELS SPECIALISES	\$35000 - \$39999 \$15000 - \$17499	4mn=	wron 4	2200			-	-		
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS		4M0+								
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES			144 107	37			-	-		
	A TREFERS TO THE	SSA	EST SALARY	JART LE M	4 REFERS TO TO DINS ELEVE: 4	HE HIGHE REPRESE	ST SALARI	ALAIRES	REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE HOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE	

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SEMI-PROFESSIONALS AND SEMI-PROFESSIONALS AND SEMI-PROFESSIONNELS ET SEMI-PROFESSIONNELS ET SEMI-PROFESSIONNELS ET SEMI-PROFESSIONAL	ALLERS FALLES TOUS LESS FALLES SALVERS FOLS COL. 3 COL. 4)CATION: NATIONAL (CANADA) ROVINCE - NEWFOUNDLAND NORDIT: NATIONAL (CANADA) ROVINCE - TERRE-NEUVE	NAME OF BUSINESS: AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	AIR CANADA OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERHANENTS A TEMPS PARTIEL	FORMULAIRE 2 PARTIE B REPORTING PERIOD: PERIODE DE RAPPORT: DESIGNATED CMA RMR DESIGNE SIGNE NHR DESIGNE NHR DESIGNE SIGNE NHR DESIGNE OL.10 COL.11 COL.12 C
. 4	SUPERVISORS 3	ATLEMPLOVEES ATOUS LES SALARIES O. TOTAL H-H W-F COL.2 COL.3 COL.4 4 4 4 4 4 4 4 4 4 4 4 4	NATIONAL (CANADA) NATIONAL (CANADA) ATTONAL GROUPS ATTONAL GROUPS TOP AND BOTTOM TOP AND BOTTOM TOUS LESS SALARIES ES PROFESSIONNELLES DE REMUIERATION COL.2 COL.3 COL.4 CORESSIONALS OF ESSIONALS OF ESSIONALS OF ESSIONALS UPERVISORS	DE L'ENTREPRISE: DE L'ENTREPRISE: NATION: NATIONAL GROUPS OCCUPATION	

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES FO CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL FO	GUSINESS: AIR CANADA GRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT INDUSTRIES PRIEN PERIODE DE RAPPORT: 1989	NATIONAL (CANADA) NATIONAL (CANADA)	OCCUPATIONAL GROUPS OF SALARY RANGE * TOUS LES SALARIES AUGOLIONES PERS. W. DISABILITIES MEMB. VIS. WINORITIES CATEGORIES PROFESSIONNELLES DE L'ECHELLE 9. TOTAL M-F T	CLERICAL WORKERS 3 EMPLOYES DE BUREAU 2	SALES WORKERS EMPLOYES DU SECTEUR \$7500 - \$9999 1 14 2 12	EMPLOYES BUSECTEUR DES SECTEUR SKILLED CRAFTS AND TRAVALLEURS QUALIFIES TRAVALLEURS AND STRAVALUE AND STRAVALUE AND	LLED MANUAL WORKERS 3 4 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	R MANUAL WORKERS 3	TOTAL NUMBER OF EMPLOYEES 19 3 16 1
		LOCATION: ENDROIT:	OCCUPATIONAL GR	CLERICAL WORK EMPLOYES DE BU	SALES WORKER EMPLOYES DU SEC DE LA VENTE	EFFUCE WORKE EFFLOWS DU SEC ES SEVILEE STILLED STANS TRAVAILLEURS QUAN	SEMI-SKILLED MANUAL WORKE TRAVAILLEURS MANUELS SPECIALISES	OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANU	TOTAL NUMBER OF EMP

PARTIE A PERIODE DE RAPPORT: PART A REPORTING PERIOD: FORMULAIRE FORM TERRE-NEUVE INDUSTRIES DU TRANSPORT AERIEN PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PLEIN SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES AIR TRANSPORT INDUSTRIES X PROVINCE X PROVINCE 0 N-F ABORIGINAL PEOPLES TOTAL AUTOCHTONES TOTAL M-H W-F COL.4 COL.5 COL. AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: TOTAL EMPLOYEES TOTAL SALARIES COL.1 COL.2 COL.3 27 NATIONAL (CANADA) NATIONAL (CANADA) 57 10 27 9 8 28 Ξ AIR CANADA \$15,000 - \$17,499 \$17,539 - \$19,999 \$20,000 - \$22,499 \$24,999 \$25,000 - \$27,499 \$29,999 \$30,000 - \$34,999 666 688 -666 678 - 666 078 666 698 -NOM DE L'ENTREPRISE: SALARY RANGES ECHELLES DE REMUNERATION NAME OF BUSINESS: - 065728 \$50,339 \$22,533 \$35,333 LOCATION: ENDROIT:

37

107

144

NUMBER OF EMPLOYEES NOMBRE DE SALARIES

1989

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AIR CANADA	SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES	
P2		

PERIODE DE RAPPORT: FORMULAIRE PARTIE REPORTING PERIOD: PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: NAME OF BUSINESS:

8

PART B

FORM

PERSONS WITH DISABILITIES MEMBERS OF VIS. MINORITIES FERSONNES HANDICAPES TOTAL TOTAL M-H NU-F COL.7 COL.7 COL.8 COL.9 COL.10 COL.11 X PROVINCE NEWFOUNDLAND
X PROVINCE TERRE-NEUVE INDUSTRIES DU TRANSPORT AERIEN ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL.6 TOUS LES SALARIES
TOTAL
COL.1
COL.2 NATIONAL (CANADA) NATIONAL (CANADA) NOM DE L'ENTREPRISE: SALARY RANGES ECHELLES DE REMUNERATION LOCATION: ENDROIT:

m . 0-

5 2 2 87,530 - 89,999 \$10,333 - \$12,499 \$12,500 - \$14,999 \$15,030 - \$17,499

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19 NUMBER OF FMPLOYEES NOMBRE DE SALARIES

16

1989 PARTIE A REPORTING PERIOD: 7 FORMULAIRE AIR TRANSPORT INDUSTRIES RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN INDUSTRIAL SECTOR: NAME OF BUSINFSS:

PERIODE DE RAPPORT: NEWFOUNDLAND TERRE-NEUVE INDUSTRIES DU TRANSPORT AERIEN X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H
COL.5 COL.6 RRANCHE D'ACTIVITE: TOUS LES SALARIES
TOTAL M-F
COL.1 COL.2 COL.3 NATIONAL (CANADA) NOM DE L'ENTREPRISE:

LOCATION: ENDROIT:

MIDDLE OR OTHER MANAGERS. CADRES UPPER-LEVEL MANAGERS CADRES SUPERTEURS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS PROFESSIONALS PROFESSIONNELS

SUPERVISORS

FOR EMEN/WOMEN CONTREMAIT RES

SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE CLERICAL WORKERS EMPLOYES DE 9UREAU

SKILLED CRAFTS AND TRAD WORKERS TRAVAILLEURS QUAL. ET APTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DF RECRUTEMENTS OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

NAME OF BUSINESS:

LOCATION: ENDROIT:

AIR CANADA

PERMANENT PART-TIME EMPLOYEES HIRED

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

INDUSTRIES OU TRANSPORT AERIEN PRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE:

ABORIGINAL PEOPLES PERSONS WITH DISABLITIES MEMB. OF VIS. WINDRITIES AUTOHES VIS.

TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH TOTAL WITH WITH TOTAL WITH TOUS LES SALARIES TOTAL M-F COL.1 COL.2 COL.3 NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES UPPER-LEVEL MANAGERS CADRES SUPERIEURS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

FOREMEN/WOMEN CONTREMAITRES

EMPLOYES DE BUREAU

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS

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NOMBRE TOTAL OF EMPLOYEES HIRED NOMBRE TOTAL OF RECRUTEMENTS

6

AIR TRANSPORT INDUSTRIES

NEWFOUNDLAND TERRE-NEUVE X PROVINCE X PROVINCE

1989

PARTIE

PERIODE DE RAPPORT:

REPORTING PERIOD:

FORMULAIRE

- PART B

PERMANENT FULL TIME EMPLOYEES PROMOTED

PERIODE DE RAPPORT: PARTIE PART A REPORTING PERIOD: FORMULAIRE FORM AIR TRANSPORT INDUSTRIES AVANCEMENTS : SALARIES PERMANENTS A TEMPS PLEIN INDUSTRIAL SECTOR: AIR CANADA NAME OF RUSINESS:

INDUSTRIES DU TRANSPORT AERIEN BRANCHE D'ACTIVITE:

NOM DE L'ENTREPRISE:

LOCATION:

1989

PERSONS WITH DISABILITIES MEMB, OF VIS, WINDRITIES PERSONNES HANDICAPEES MEMB, DES MINDRITES VIS, DIAL M-H-F TOTAL M-H TOTAL M-H-F TOTAL M-H NEWFOUNDLAND TERRE-NEUVE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL.6 X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

UPPER-LEVEL MANAGERS CADRES SUPERIFUPS

SKILLED CRAFTS AND TRAD WORKERS TRAVAILLEURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DF SALARIES PROMUS SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS SEMI-PROF. ET TECHNICIANS CLERICAL WORKERS PROFESSIONALS PROFESSIONNELS CONTREMAITRES SUPERVISORS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

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PERMANENT PART TIME EMPLOYEES PROMOTED

PARTIE REPORTING PERIOD: FORMULAIRE

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

NOM DE L'ENTREPRISE; NAME OF BUSINESS:

NATIONAL CCANADAS

LOCATION: ENDROIT:

PRANCHE D'ACTIVITE: INDUSTRIAL SECTOR:

NEWFOUNDLAND TERRE-NEUVE X PROVINCE X PROVINCE

UPPER-LEVFL MANAGERS CADRES SUPERTEURS

MIDDLE OR OTHER MANAGERS CABRES INTERMED. ET AUTRES CABRES

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

FOREMEN/ WOMEN CONTREMAITRES

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

INDUSTRIES OU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES

PERIODE DE RAPPORT:

TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3

CLERICAL WORKERS EMPLOYES DE BUREAU

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

NOMBRE TOTAL OF EMP PROMOTED NOMBRE TOTAL OF SALARIES PROMUS

PERMANENT FULL-TIME EMPLOYEES TERMINATED

1989 PERIODE DE RAPPORT: PARTIE PART A REPORTING PERIOD: 9 FORMULATRE CESSATIONS DE FONCTIONS : SALARIES PERMANENTS A TEMPS PLEIN AIR TRANSPORT INDUSTRIES PRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE : NAME OF BUSINESS:

INDUSTRIES DU TRANSPORT AERIEN

PERSONS WITH DISABILITIES HEMB. OF VIS. WINDRITIES PERSONNES HANDICAFEE HEMB. DES WINDRITES VIS. TOTAL M-H H-F. COL. 7 COL. 8 COL. 9 COL. 13 COL. 11 COL. 12 NEWFOUNDLAND TERRE-NEUVE X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.\$ COL.\$ ALL EMPLOYEES
TOUS LES SALARIES
TOTAL
TOTAL
COL.2 COL.3 NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

UPPER-LEVEL MANAGERS CADRES SUPERTEURS

ENDROIT:

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

CONTREMAITRES SUPERVISORS

CLERICAL WORKERS EMPLOYES DE BUREAU

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SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT. OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

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HRB502P2			AIR CANADA		
	CESSATIC	MANENT PART-TIM	PERMANENT PART-TIME EMPLOYEES TERMINATED CESSATIONS DE FONCTIONS : SALARIES PERMANENTS	A TEMPS PARTIEL	FORM DART B FORMULATRE B
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE:		INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	TRIES PORT AERIEN	REPORTING PERIOD: 1989 PERIODE DE RAPPORT:
LOCATION: ENDROIT:	NATIONAL (CANADA) NATIONAL (CANADA)	×-	X PROVINCE X PROVINCE ABORIGINAL PEOPLES	NEWFOUNDLAND TERRE-NEUVE PERSONS MITH DISABILITIE	S MEMB.
UPPER-LEVEL MANAGERS	COL.1 COL	COL.2 COL.3	TOTAL M-H W-F	PERSONNES HANDICAPER TOTAL M-M-C COL.7 COL.8 COL.9	MEMB, DES MINORITES VIS. TOTAL M-H W-F COL.13 COL.12
MIDDLE OR OTHER MANAGERS CANDER TATEBRED ET ALITHER CANDER	ų.				
IONALS	2				
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS					
SUPERVISORS					
FOREMEN/WOMEN CONTREMAITRES					
CLERICAL WORKERS EMPLOYES DE BUREAU					
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	E 1	-			
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	ES				
SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS	RS				
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	ES 38	7 1			
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS					
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL OF CESS. DE FONCT.	6	2 2			

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	OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN	PATIC S PRC	OCCUPATIONAL GROUPS :	UPS : NELLES	PERMAN 3 SALA	PERMANENT FULL-TIME EMPLOYEES SALARIES PERMANENTS A TEMPS	-TIME	EMPLOYE S A TEM	ES PS PLE	2	FORM	FORM FORMULAIRE	PART A	<	P. 1
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE:		STRI)	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		AIR TRAINBUSTR	AIR TRANSPORT INDUSTRIES INDUSTRIES OU TRANSPORT AERIEN	NDUSTR	IES RT AERI	EN		PEF	PORTING RIODE DI	REPORTING PERIOD: PERIODE DE RAPPORT:		1989
LOCATION: NATICENDROIT: NATIC	NATIONAL (CANABA) NATIONAL (CANABA)				*	PROVINCE -	1 1	NOVA SCOTIA	NOVA SCOTIA Nouvelle-ecosse	w	DESIG	DESIGNATED CHA Rmr designee	. EHA		
OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELLES	TOP AND BOTTOM OF SALARY RANGE NAX. ET HIN S DE L'ECHELLE DE REMUNERATION	* 0	ALL EMPLOYEES TOUS LES SALARIES TOTAL M-H W-F COL.2 COL.3 COL.4	ES SAL M-H COL.3	ARIES N-F COL.4	EMPLOYEES AND ALGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES LES SALARIES AUTOCHTONES PERS. HANDICAPEES MEMB. WISIBLES M. W. F. TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F COL.3 COL.6 COL.5 COL.8 COL.9 COL.10 COL.11 COL.12 COL.13	OCHTON M-H COL. 6	EOPLES ES W-F COL.7	PERS. W. FERS. H TOTAL COL. 8	DISABIL IANDICAPE M-H COL.9	EES W-F	S HEMB. N W-F TOTAL OL.10 COL.11	ABORIGINAL PEOPLES PERS. W. DISABILITIES MEMB. VIS. MINORITIES AUTOCHTONES AUTOCHTONES OTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F OL.S COL.S COL.S COL.8 COL.9 COL.11 COL.12 COL.13	W-F	ES ES
UPPER-LEVEL HANAGERS CADRES SUPERIEURS	\$70000 - + + 70000 - +	400-		-											
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	666698 - 000078	4m0=	omin	-omu											
PROFESSIONNELS PROFESSIONNELS	66665\$ - 00055\$	ZMN-	-	-											
SEMI-PROFESSIONALS AND IECHNICLANS SEMI-PROFESSIONNELS ET	666678 - 005228	4mm+ 4	+ 2	-											
SUPERVISORS SURVEIL LANTS	666758 - 000058	mru- 41	EN T	11,	∩ ≠										
FOREMEN/WOMEN CONTREMAITRES	\$35000 - \$39999	~~-	28	28											

*] REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * | REPRESENTE LES SALATRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALATRES DU QUART LE PLUS ELEVE

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HRB502P2				A I	AIR CANADA	_								
	OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN	PATIC S PRC	OCCUPATIONAL GROUPS :	UPS :	PERHAN E SALA	PERMANENT FULL-TIME EMPLOYEES S SALARIES PERMANENTS A TEMPS	-TIME	EMPLOYE S A TEM	ES PS PLEI	2	FORM FORMULAIRE	LAIRE 2	PART A	A P.2
NAME OF BUSINESS:		STRI	INDUSTRIAL SECTOR:		AIR TRAI	AIR TRANSPORT INDUSTRIES	NDUSTR	IE S			REP	REPORTING PERIOD:	PERIOD:	0
NOM DE L'ENTREPRISE;		CHE	BRANCHE D'ACTIVITE:		INDUSTR	INDUSTRIES DU TRANSPORT AERIEN	RANSPO	RT AERI	Z.		PER	1006 06	PERIODE DE RAPPORT:	
LOCATION: NATIO	NATIONAL (CANADA)				1	PROVINCE		NOVA SCOTIA	OTIA		DES16	DESIGNATED CMA	×.	
ENDROIT: NATIONAL	NAL (CANADA)				×	PROVINCE		NOUVELL	NOUVELLE-ECOSSE	ш	RMR D	RMR DESIGNEE		
OCCUPATIONAL GROUPS	TOP AND BOTTOM	*	TOUS	ALL EMPLOYEES TOUS LES SALARIES	FES	ABORIG	INAL P	EOPLES	PERS.W.	ABORIGINAL PEOPLES PERS.W. DISABILITIES AUTOCHTONES PERS. HANDICAPEES	ITIES	MEMB. V	MEMB. VIS. MINORITIES MEMB. MINOR. VISIBLES	SIBLES
CATEGORIES PROFESSIONNELLES	MAX. ET MIN. DE L'ECHELLE DE REMUNERATION COL.1	a,	TOTAL COL.2	M-H COL.3	N-F COL.4	TOTAL COL. S	M-H COL.6	W-F COL.7	TOTAL COL.8	M-H COL.9	W-F COL.10	TOTAL COL.11	W-F TOTAL M-H W-F COL.10 COL.11 COL.12 COL.13	W-F COL.13
	845000 - 849999	4"		-0	**				2	-	-			
CLERICAL WURKERS EMPLOYES DE BUREAU	\$15000 - \$17499	~~~	1 	-					,	•				
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	666778 - 000078	4P	130	2°5°	MIN NIM	-	-		-	-		2	-	-
EMPLOYES DU SECTEUR DE LA VENTE	\$22500 - \$24999	·~	-0	;	===				~		2			
SERVICE WORKERS	1	4m0	WIN	24.0	5.00	-		-	-	-		*****	-	***
DES SERVICES	ı		4.1	* :	17	٠	•					•		-
TRADES WORKERS	\$45000 - \$49999	≯ ™∾	272	272		-	-		2	2		-	-	
ET ARTISANS	1		۲ ۲	2 1										
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS	835000 - 839400	4m0+	124	124					-	-		-	-	
SPECIALISES	- 000003	. 7	2 4	. 7					-	-				
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	- 000523	-w~	-		-									
TOTAL NUMBER OF EMPLOYEES			089	414	216	m	2	-	10	7	m	7	4	€
NOMBAR 1017 TARREST	* 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO 1 REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE;	E LO	MEST SA	ARY QU	ARTER?	REFERS	VE; 4	E HIGHE	ST SALA	THE HIGHEST SALARY QUARTER 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE	ER DU QU	ART LE	PLUS EL	EVE

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P.1

OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES AIR CANADA

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	OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES	EMPLOYEES	FORM
	10	TS A TEMPS PARTIEL	ULAIRE PARTI
NAME OF BUSINESS: ATP CANADA	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	RIES	REPORTING PERIOD:
NOM DE L'ENTREPRISE:	RRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	ORT AERIEN	PERIODE DE RAPPORT:
LOCATION: NATIONAL (CANADA)		NOVA SCOTIA	DESIGNATED CMA
ENDROIT: NATIONAL (CANADA)	(CANADA) PROVINCE -	NOUVE LLE-ECOSSE	RMR DESIGNEE
OCCUPATIONAL GROUPS OF SALARY RANGE CATEGORIES PROFESSIONNELLES DE L'ECHELLE COL.1	ALL EMPLOYEES TOUS LES SALARIES Q. TOTAL M-H W-F COL.2 COL.3 COL.4	PEOPLES PERS. W. DISABIL NES PERS. HANDICAPE W-F TOTAL M-H COL.7 COL.9	ABORIGINAL PEOPLES PERS.W. DISABILITIES HEMB. VIS. WINDRITI AUTOCHTONES PERS. HANDICAPEES HEMB. MINDR. VISIBL TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F COL.S COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.
UPPER-LEVEL MANAGERS CADRES SUPERIEURS			
MIDDLE OR OTHER MANAGERS CADRES INTERREDIAIRES ET AUTRES CADRES	¢ΜN=		
PROFESSIONALS PROFESSIONNELS	≯ m∾=		
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	4W0=		
SUPERVISORS SURVEILLANIS	⋄ ™∾≕		
FOREMEN/WOMEN CONTREMAITRES	₹.N.∿.		
*	* 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER	HE HIGHEST SALARY QUARTE	~

I RELEAS TO THE CUUTS! SALAIRES DU QUART LE MOINS ELEVES 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

HRB5U2P2			A 1R	CANADA							
NAME OF BUSINESS: A 10 CAMANA		OCCUPATIONAL GROUPS ORIES PROFESSIONNELI INDUSTRIAL SECTOR:	OUPS : NNELLES OR: A	PERMANE: SALAR	OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	E EMPLOY NTS A TE	FES MPS PART	IEL	FORM PARTICE PARTICE PARTICE PARTICE PARTICE PARTICE PERIODS	PART B PARTIE B PERIOD:	P. 2
		BRANCHE D'ACTIVITE:		NDUSTRI	INDUSTRIES OU TRANSPORT AERIEN	PORT AER	IEN		PERIODE D	PERIODE DE RAPPORT:	1989
LOCATION: NATIONAL ENDROIT: NATIONAL	L (CANADA) L (CANADA)			×	PROVINCE - PROVINCE -	NOVA SCOTIA NOUVELLE-EC	NOVA SCOTIA NOUVELLE-ECOSSE	ш	DESIGNATED CMA RMR DESIGNEE	CMA E	
TOF OCCUPATIONAL GROUPS OF OF CATEGORIES PROFESSIONNELLES DE	TOP AND BOTTOM OF SALARY RANGE * MAX. ET MIN. DE L'ECHELLE DE REMUNERATION	TOUS TOTAL	ALL EMPLOYEES TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.4	ES RIES W-F COL.4	ABORIGINAL PEOPLES PERS. W. DISABILITIES AUTOCHTONES TOTAL M-H W-F TOTAL M-H W-F COL.5 COL.6 COL.7 COL.8 COL.9 COL.10	PEOPLES ONES W-F	PERS. W. TOTAL COL.8	DISABILI NDICAPEE M-H	MEMB. TOTAL	MINOR, VISIBLES M-H W-F 1 COL.12 COL.13	STATIES ISIBLES W-F COL.13
CLERICAL WORKERS EMPLOYES DE BUREAU	7m0=										
SALES WORKERS EMPLOYES DU SECTEUR S7	\$15000 - \$17499 4 \$7500 - \$9999 1	388	v	3,000					****		
EMPLOYES DU SECTEUR DES SENVICES SKILLED CRAFTS AND TRADES WORKRS TRAVAILLEMONS QUALIFIES	4mn= 4mn=										
SEMI-SKILLED MANUAL WORKERS TRAVALLENRS MANUELS SPECTALISES	\$7500 - \$9999 1	15	13	2							
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	4mn=										
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES		7.7	18	65					2		2
	REFERS TO THE LONEST SALARY QUARTER: 4 REFERS TO	SALAIRES SALAIRES	LARY QUA	R TER 7 4	REFERS TO INS ELEVE?	HE HIGH	THE HIGHEST SALARY QUARTER TREPRESENTE LES SALAIRES DU	Y QUARTES	DU QUART LE	PLUS ELEVE	ш

ANS OL CPC		SAI PROFIL	SALARY SUMM PROFIL SALARIAL	SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES IL SALARIAL : SALARIES PERMANENTS A TEMPS PLET	VENT FULL-T	IME EMP	LOYEES S PLEIN			FORM	3 PART A	_
NAME OF BUSINESS: AIR C NOM DE L'ENTREPRISE:	CANADA	IN	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	RT INDU	STRIES SPORT A	ERIEN		REPORTING PERIODE	REPORTING PERIOD: PERIODE DE RAPPORT:	1989
LOCATION: ENDROIT:	ZZ	NATIONAL (CANADA)	NADA)		××	PROVINCE		NOVA SCOTIA NOUVELLE-ECOSSE	SSE			
SALARY RANGES ECHELLES DE REMUNERATION	TOTAL COL.1	ALL EMPLOYEES TOUS LES SALARIES AL M-H M-H W-11 COL.2	RIES W-F COL.3	ABORIG TOTAL COL.4	ABORIGINAL PEOPLES AUTOCHTONES AL M-H AL COL.5 COL	٠ <u>٠</u>	PERSONS PERSONS TOTAL	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL M-H COL.7 COL.8 COL.9	CAPEES CAPEES W-F COL.9	MEMBERS OF VIS. MIN MEMBRES DES MINORI TOTAL M-H COL.10 COL.11	O -	ES VIS.
\$15,030 - \$17,499	-		-									
\$17,50n - \$19,999	34	=	23									
\$26,133 - \$22,499	6	œ	-									
\$22,533 - \$24,999	35	20	15							5		~
\$25,730 - \$27,499	22	6	13									
\$27,533 - \$29,999	28	9	22	-		-	2	-	-		,	•
830,000 - 834,999	311	187	124				2	-	-	4	m	-
\$35,703 - \$39,999	107	26	1	-	-		7	~	-	,	,	
666"675 - 606"075	69	62	7	-	-		2	^		~	-	
\$56,333 - \$69,999	12	12										
\$76,339 - +	2	~						,	,	r	•	٣
NUMBER OF EMPLOYEES NOMBRE DE SALARIES	630	717	216	~	2	-	10		•		g.	^

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HRB502P2					AIR CANADA					
		PROFIL	SALARIAL	SALAR	SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL	EMPLOYEES TEMPS PARTIEL		FORM FORMULAIRE	PART B	ec.
NAME OF BUSINESS: AIR NOW DE L'ENTYFPRISE:	CANADA	I A	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	SECTOR: CTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERTEN		REPORTING PERIODE 1	REPORTING PERIOD: PERIODE DE RAPPORT:	1989
ENDROIT: SALARY RANGES SCHELLES DE REMUNERATION	TOTAL COL.1	NATIONAL CANADA) NATIONAL CANADA) TOUS LES SALARIES AL M-H COL.2	(ADA)	ABOR TOTAL COL. 4	X PROV X PROV ABORIGINAL PEOPLES AL CUTONES W-F	PROVINCE NOVA SCOTIA PROVINCE NOUVELLE-ECOSSE S PERSONS WITH DISABILITIES I-F TOTAL L.6 COL.7 COL.9	OSSE ABILITIES ICAPEES COL.9	MEMBERS OF VIS. MINORITIES. MEMBERS DES MINORITES VIS. TOTAL COL.10 COL.11 COL.12	VIS. MINO ES MINORIT COL. 11	ORITIES FES VIS- W-F COL-12
666,68 - 005,78	36	9	20					٠		r
\$10,037 - \$12,499	25	2	23					J		9
\$12,500 - \$14,999	5		\$							
815,033 - 817,499	=======================================		1							
NUMBER OF FMPLOYEES NOMBRE DE SALARIES	11	€	65					2		2

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FORM

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FORMULAIRE PARTIE A	REPORTING PERIOD:	PERIODE DE RAPPORT:
RECRUITEMENTS: SALARIES PERMANENTS A TEMPS PLEIN	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	. PRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN
	A MANAGES SE	NOM DE L'ENTREPRISE;

PERSONS WITH DISABILITIES NEMB. 3F VIS. MINORITIES
PERSONNES HANDICAPES NEMB. DES MINORITES VIS.
TOTAL M-H
M-F
6 COL.7 COL.8 COL.9 COL.13 COL.11 COL.12 NOVA SCOTTA ADORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL. COL. COL. 6 X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

LOCATION: ENDROIT:

21 138 = 32 80 27 SKILLED CPAFTS AND TRAD WORKERS TRAVAILLEURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEUPS MANUELS SPECIALISES SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES MIDDLE OR OTHER MANAGERS
CABRES INTERMED.ET AUTRES CADRES TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DF RECRUTEMENTS SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE OTHER MANUAL WOFKERS AUTRES TRAVAILLEURS MANUELS SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS UPPER-LEVEL WANAGERS CADRES SUPERIFURS CLERICAL WORKERS EMPLOYES DE BUREAU PROFESSIONNELS PROFESSIONNELS CONTREMAITRES SURVEILLANTS

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL PERMANENT PART-TIME EMPLOYEES HIRED

FORMULAIRE " PARTIE B	THE COURT		
CONTROL OF THE STATE OF THE STA	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	PRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	
COTANTO . CONTINUE	INDUSTRIAL SECTOR:	PRANCHE D'ACTIVITE:	
	AIR CANADA	••	
		NOM DE L'ENTREPRISE	

1989

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FORMULATRE FORM

PART

PERSONS WITH DISABILITIES MEMB. OF VIS. WINDRITIES PERSONNES HANDICAPEE MEMB. DES MINNRITES VIS. TOTAL M.H. M.H. CU., 9 COL, 13 COL, 11 COL, 12 NOVA SCOTIA ABURIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H
COL. & COL. 5 COL. 6 X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA) NATIONAL (CANADA) ENDROIT:

MIDDLE OR OTHER MANAGERS CADRES CADRES UPPER-LEVFL MANAGERS CADRES SUPERIFURS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS PROFESSIONALS PROFESSIONNELS

FOREMEN/WOMEN CONTREMAITRES SUPERVISORS

SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SFCTEUR DE LA VENTE CLERICAL WORKFRS EMPLOYES DE BURFAU

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SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLFURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMMER OF EMPLOYEES HIRED NOMBRE TOTAL OF RECRUTEMENTS OTHER MANUAL WORKER'S AUTRES TRAVAILLEURS MANUELS

2 8

19

75

HRB5D2P2				4 0 4 0 0 1			
	AVANCE	PERMANENT AVANCEMENTS :	FULL TIME SALARIES	PERMANENI FULL TIME EMPLOYEES PROMOTED CEMFNIS : SALARIES PERMANENIS A TEMPS PLEIN		FORM FORMULAIRE	S PART A PARTIE A
NAME OF BUSINESS: AIR CANADA NOM DE L'FUTPEPRISE:	1 B	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	SECTOR:	AIR TRANSPORT INDUSTRIES INDUSTRIES OU TRANSPORT AERIE	RIES ORT AERIEN	REPORTING PERIOD: PERIODE DE RAPPOR	· ·
ENDERGITS . NAT	NATIONAL (CANADA) NATIONAL (CANADA)	(NADA)		X PROVINCE X PROVINCE	NOVA SCOTIA NOUVELLE-ECOSSE		
	TOUS L	TOUS LES SALARIN	S F F COL.3	ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H W-F COL. 5 COL. 6	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTA M-H W-F COL-7 COL-8 COL-9	MENS TOTA	OF VIS. MINORITION OF VIS. MINORITES VIS.
UPPER-LEVFL MAMAGERS CADRES SUPERIFURS							
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	7						
PROFESSIONALS PROFESSIONNELS							
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS							
SUPERVISORS	>	-	-				
FOREMEN/WOMEN CONTREMAITRES	-	-					
CLERICAL WORKERS EMPLOYES DE AUREAU	2	5					
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	2	-	-				
SERVICE WORKERS EMPLOYES DU SFCTEUR DES SERVICES							
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS							
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	-	•					
OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS							
TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALÀRIES PROMUS	12	10	۲				
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	1.2	10	~				

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PERMANENT PAPT TIME EMPLOYEES PROMOTED

FORMULAIRE AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL INDUSTRIAL SECTOR: NOM DE L'ENTREPRISE; NAME OF BUSINESS:

PERIODE DE RAPPORT: REPORTING PERIOD:

PARTIE PART B

> INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE:

NOVA SCOTIA NOUVELLE-ECOSSE X PROVINCE X PROVINCE

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES HEMB. OF VIS. MINORITIES ADDICATIONS TOTAL BY TOTAL MAY TOTAL

TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3

NATIONAL (CANADA)

ENDROIT:

MIDDLE OR OTHER MANAGERS CADRES INTERMED, ET AUTRES CADRES UPPER-LEVEL MAMAGERS CADRES SUPERIFURS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

FOREMEN/WOMEN CONTREMAITRES

CLERICAL WORKERS EMPLOYES DE BUREAU

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

HRB502P2				AIR CANADA			
	CESSATI	MANENT	FULL -TIME	PERMANENT FULL-TIME EMPLOYEES TERMINATED CESSATIONS DE FONCTIONS : SALARIES PERMANENTS A TEMPS PLEIN		FORM FORMULAIRE ⁵	PART A
NAME OF BUSINESS: AIR CANADA NOM DE L'FYTREPRISE:	₩ G	INDUSTRIAL SECTOR: RRANCHF D'ACTIVITE	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT MERIEN	IRIES Port aerien	REPORTING PERIOD PERIOD PERIODE DE RAPPO	ERIOD: 1989 RAPPORT:
LOCATION: ENDROIT: NA	NATIONAL(CANADA) NATIONAL(CANADA) TOUS LES SA TOTAL EMPLO	NADA) NADA) EMPLOYEES ES SALARIFS COL.5		X PROVINCE X PROVINCE ABORIGINAL PEOPLES AUTOCHTONES COL,4 COL.5 COL.6	NOUVELLE-ECOSSE NOUVELLE-ECOSSE PERSONS WITH DISABILITIES PERSONNES HANDICAPES TOTAL COL.9 COL.9		MEMB, OF VIS, WINDRITIES MEMB, DES MINDRITES VIS, TOTAL OL.11 COL.12
UPPER-LEVEL MANAGERS CADRES SUPERTEURS							
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	٣	~					
PROFESSIONNELS PROFESSIONNELS							
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS							
SUPERVISORS	-	-					
FOREMEN/WOMEN CONTREMATTRES	S	2					
CLERICAL WORKFPS EMPLOYES DE HUREAU	٥	ac	-				
SALES WORKERS EMPLOYES OU SETTEUR DE LA VENTE	ec	>	¢				
SERVICE WORKERS EMPLOYES DU SFCTEUR DES SERVICES	2		^				
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEHRS GHAL. ET ARTISANS	2	2					
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	~	~					
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	-	-					
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL OF CESS. DE FONCT.	23.	24	c				

HRB502P2				AIR CANADA							
	CESSAT	PERMANENT PART-TIME EMPLOYEES TERMINATED CESSATIONS DE FONCTIONS : SALARIES PERMAHENTS	TIONS :	EMPLOYEES: SALARIES	TERMINATED : PERMANENTS	A TER	A TEMPS PARTIEL		FORM	PART 9	9 IE B
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE;	- L	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	TOR: VITE:	AIR TRAN INDUSTRI	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	TRIES PORT A	ERIEN		REPORTING MERIOD: PERIODE DE RAPPORT:	PERIOD E RAPPO	: 1989 RT:
ENDROIT:	NATIONAL(CANADA) NATIONAL(CANADA) TOUS LES SA TOTAL COL:	TATIONAL(CANADA) ATIONAL(CANADA) ALEMPLOYEES TOUS ESSALARIES COL 1	m	ABORIGINA AUTOCH COL. 4 CO	X PROVINCE X PROVINCE ABORIGINAL PEOPLES AUTOCHTONES TAL		NOUVELLE-ECOSSE ROOUVELLE-ECOSSE PERSONUS WITH DISABLITIES TOTAL OF THE SONUS HANDICAPEES TOTAL OF THE SONUS HANDICAPEES	SE SABILITIES NDICAPEES NDICAPEES	MEMB. TOTAL	VIS. MINOR	HEMB. OF VIS. WINORITES WEBS. DES WINORITES VIS. CO. 11 CO
UPPER-LEVEL MANAGERS CADRES SUPERIEURS											
MIDDLE OR OTHER MANAGERS CADRES INTERMED ET AUTRES CADRES	s										
PROFESSIONALS PROFESSIONNELS											
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS											
SUPERVISORS											
FOR EMEN/WOMEN CONTREMAITRES											
CLERICAL WORKERS EMPLOYES DE 3UREAU											
SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE	\$	2	~								
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	v										
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS AUAL. ET ARTISANS	s										
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	14 S	13	-								
OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS											
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DF CESS. DE FONCT.	19	15	4								

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FORM

AIR CANADA OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES

CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN FORMULAIRE PARTIE A P.1 INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN PERIODE DE RAPPORT: 1989	PROVINCE - P.E.I. PROVINCE - ILEDU-PRINCE-EDOUARD RMR DESIGNEE	* TOUS LES SALARIES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES 9. TOUS LES SALARIES 4. TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F COL.2 COL.3 COL.4 COL.5 COL.6 COL.7 COL.8 COL.9 COL.10 COL.11	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	1 1	*MOL	· PROVE	***C1	Amon
	NATIONAL (CANADA) NATIONAL (CANADA)	PS TOP AND BOTTOM OF SLLARY RANGE MAX. ET MIN NELLES DE REMUNERATION COL.		666658 - 000558				
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE;	LOCATION: NATIO	OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELLES	UPPER-LEVEL MANAGERS CADRES SUPERIEURS	MIDDLE OR OTHER MANAGERS CABRES INTERMEDIAIRES ET AUTRES CABRES	PROFESSIONALS PROFESSIONNELS	SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	SUPERVISORS	FOREMEN/WOMEN CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE? 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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NAME OF BUSINESS: LOCATION: LOCATION: NATIONAL NATIONAL OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OF CLERICAL WORKERS EMPLOYES DE BUREAU \$ 3500 \$ 5	A C C C C C C C C C C C C C C C C C C C	ORIES PROFESSIONNELLES: SA INDUSTRIAL SECTOR: AIR I BRANCHE D'ACTIVITE: INDUS ON GE A TOUSLES SALREIES ON TOTAL M-F OO S S S S S S S S S S S S S S S S S S	S : SALANE S AIR TRAN INDUSTRIC W-F T COL-4 C	L-TIME EMPLOY RMANENTS A TE INDUSTRIES TRANSPORT AER CE - P.E.I. CE - ILEDU- COLTONES M-H W-F COL. 6 COL. 7	UARD IISABI M-H AP	FORM REPORTING PERIOD: PERIODE DE RAPPORT: PRIN DESIGNEE RMR DESIGNE MAR DESIGNE MAR DESIGNE LATORAL MARITIES MAR DESIGNE COL.10 COL.11 COL.12 COL.13
TOTAL NUMBER OF EMPLOYES NOMBRE TOTAL DES SALARIES	REFERS TO THE LO	26 . 23 WEST SALARY QUA	3 ARTER? 4 REFERS T RT IF MOINS FLESS	O THE HIGHES	SALARY	26 . 23 3 3 REFERS TO THE LOWEST SALARY QUARTER? 4 REFERS TO THE HIGHEST SALARY QUARTER
				. 4 MEPHESEN	I E LES SALAIRES	DU QUART LE PLUS ELEVE

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	OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	FORM PART B P.1 FORMULAIRE PARTIE B
NAME OF RUSINESS: NOM DE L'ENTREPRISE:	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	REPORTING PERIOD: 1989 PERIODE DE RAPPORT:
LOCATION: NATIONAL (CANADA) ENDROIT: HATIONAL (CANADA)	(CANADA) X PROVINCE - P.E.I. (CANADA) PROVINCE - ILEDU-PRINCE-EDOUARD	DESIGNATED CMA RMR DESIGNEE ·
TOP A OCCUPATIONAL GROUPS OF SA MAX CATEGORIES PROFESSIONNELLES DE RE	TOP AND BOTTOM ALL EMPLOYEES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES OF SALARY RANGE * TOUS LES SALARIES AUTOCHTONES PERS. HANDICAPEES HEMB. MINOR. VISIBLES MAX. ET MIN. PARA ET MIN. DE REUNELLE Q. TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H COL.1 COL.13 COL.13 COL.13 COL.13 COL.13 COL.13	LITTES MEMB. VIS. MINORITIES EES MEMB. MINOR. VISIBLES W-F TOTAL M-H W-F COL.10 COL.11 COL.12 COL.13
UPPER-LEVEL MANAGERS CADRES SUPERIEURS		
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	√ymΩer ·	
PROFESSIONALS PROFESSIONNELS	<i>ತ್</i> ≈\०≠=	
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	ታ ጠረነም ፡	
SUPERVISORS	₹ ₩₩	
FOREMEN/WOMEN CONTREMAITRES	~~~~	

* 1 REFERS TO THE LOWEST SALARY QUARTER? 4 REFERS TO THE HIGHEST SALARY QUARTER U QUART LE PLUS ELEVE. 4 REPRESENTE LES SALATRES DU QUART LE PLUS ELEVE.

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HRBSOZPZ NAME OF BUSINESS: AIR CANADA LOCATION: ENDROIT: OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS OCCUPATIONAL GROUPS SERVICE OCCUPATIONAL WORKERS STANDAL WORKERS STA	CATEG (CANADA) (CANAD	A P H	ORLES PROFESSIONNELLE: INDUSTRIAL SECTOR: BRANCHF D'ACTIVITE: BRANCHF D'ACTIVITE: BRANCHF D'ACTIVITE: ON COL.? COL.3 44 44 44 45 45 44 44 44 44 4	AIR CAN ESSIONNELLES : SA SECTIVITE: INDUS TOUS LES SALARIES OTAL M-H W-F OL.? COL.3 COL.	AIR CANADA ES : SALAR AIR TRAN INDUSTRI NUSTRI H-F COL.4	PERMANENT PART-TIHE EMPLOYEES SALARIES PERMANENTS A TEMPS AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN PROVINCE - P.E.I. X PROVINCE - P.E.I. A PROVINCE - P.E.I. TOTAL M-H M-F TOTAL M-F M-F TOTAL M-F M-F TOTAL M-F M-F TOTAL M-F M-F M-F TOTAL M-F M-F M-F M-F M-F M-F M-F M-F M-F M-F	T PART-TIME EMPLOYERS FERMANENTS A TENPORT INDUSTRIES S DU TRANSPORT AERI ROVINCE - P.E.I. ROVINCE - ILEDU-P ABDRIGINAL PEOPLES AUTOCHTONES OLAL M-H W-F OL.S COL.6 COL.7	EMPLOYE S A TEM ILEDU-P ES H-F COL.7	EMPLOYEES S A TEMPS PARTIEL IES RT AERIEN ILEDU-PRINCE-EDOUARD EOPLES PERS. W. DISAB ES TOTAL W-F TOTAL M-H COL.7 COL.9 COL.9	IEL. DOUARD ANDICAP M-H COL.9	FES WES PARTIEL FORMULAIRE PARTIE B P.2 REPORTING PERIOD: 1989 DESIGNATED CMA PRINCE-EDOUARD RMR DESIGNE TOTAL M-H W-F TOTAL M-H W-F COL. 3 COL. 10 COL. 11 COL. 12 COL. 13	FORM FORMULAIRE REPORTING PERIOD: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PORTIGORI 1989	PARTIE PERIOD: RAPPOR INOR MIN M-H M-H COL.12	SAIDLES 1989 2.2 4.1 1.1 1989 2.2 4.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1 1.1
TOTAL NUMPER OF EMPLOYEES NOMBRE TOTAL DES SALAGIES			2	4	-									

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

† REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN

FORM 3 PART A FORMULAIRE A PARTIE A

REPORTING PERIOD: 1989 PERIODE DE RAPPORT:		MEMBERS OF VIS. WINDRITTES VIS. TOTAL COL.11 COL.12								
AIR TRANSFORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	PROVINCE P.E.I. PROVINCE ILEDU-PRINCE-EDOUARD	PERSONS WITH DISABILITIES PERSONNES HANDICAPES TOTAL M-H CM-9 COL.7 COL.9								
	XX YA YA YA YA YA YA YA YA YA YA YA YA YA	ABORIGINAL PEOPLES TOTAL M-H COL.5 COL.5								
INDUSTPIAL SECTOR: PRANCHE D'ACTIVITE:	CANADA)	LARIES COL.3	-			-	•			M1
	NATIONAL (CANADA) NATIONAL (CANADA)	ALL EMPLOYFES TOUS LES SALARIES AL M-H W-	m	m	-		6	9	-	5 23
AIR CANADA		TOTAL	4	m	-		10	•		56
NAME OF BUSINESS: AIR NOM DE L'FNIREPRISE:	LOCATION: ENDROIT:	SALARY RANGES ECHFLLES DE REMUNERATION	995,518 - 050,2518	\$20,131 - \$22,499	\$22,533 - \$24,999	\$25,333 - \$27,499	830,110 - 834,999	835,737 - 839,999	666769\$ - CLC7US\$	NUMBER OF FMPLOYEES NOMBRE DE SALARIES

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2	2

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL NAME OF BUSINESS:

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

INDUSTRIES DU TRANSPORT AERIEN PRANCHE D'ACTIVITE: AIR CANADA

NOM DE L'ENTREPRISE;

1989

PERIODE DE RAPPORT:

REPORTING PERIOD:

PARTIE B

FORMULAIRE

PART B

PERSONS WITH DISABILITIES MEMBERS OF VIS. WINORITIES PERSONNES HANDICAPEES MEMBERS DES MINORITES VIS. COL.7 COL.7 COL.8 COL.11 COL.12 X PROVINCE P.E.I. X PROVINCE ILEBU-PRINCE-EDGUARD ABORIGINAL PEOPLES
TOTAL AUTOCHTONES W-F
COL.4 COL.5 COL.6 TOUS LES SALARIES TOTAL M-H-F COL.1 COL.2 COL.3 NATIONAL (CANADA) SALARY RANGES ECHELLES DE ENDROIT:

\$7.500 - \$9,999

\$12,530 - \$14,999 \$15,000 - \$17,499

NUMBER OF EMPLOYEES NOMBRE DE SALARIES

PERMANENT FULL-TIME EMPLOYEES HIRED

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN

PERIODE DE RAPPORT: REPORTING PERIOD: FORMULAIRE BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: AIR CANADA NOM DE L'FNTRFPRISE: NAME OF BUSINESS: ENDRATION:

1989

4 PARTIE A

PART A

FORM

PERSONS WITH DISABILITIES MEMB, OF VIS, MINORITIES PERSONNES HANDICAFES MEMB, DES MINORITIES VIS, TOTAL M.H.F. TOTAL M.H.F. TOTAL M.H.F. TOTAL M.H.F. TOTAL M.F. TOTA P.E. I. ILEDU-PRINCE-EDOUARD ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-F
COL.6 COL.6 X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.3 COL.3 NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CADRES INTERMED, ET AUTRES CADRES UPPER-LEVEL MANAGERS CADRES SUPERTEUPS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

CONTREMAITRES SUPERVISORS

SALES WORKERS EMPLOYES DU SFCTEUR DE LA VENTE CLERICAL WORKERS EMPLOYES DE BUPEAU

SERVICE WARKERS EMPLOYES BU SECTEUR DES SERVICES

SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEUGS QUAL, ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DF RECRUTEMENTS OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

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RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL PERMANENT PART-TIME EMPLOYEES HIRED

PART B

FORM

1989 8 PERIODE DE RAPPORT: PARTIE REPORTING PERIOD: FORMULAIRE INDUSTRIES DU TRANSPORT AFRIEN AIR TRANSPORT INDUSTRIES RRANCHF D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS: LOCATION: ENDROIT:

MEMB. OF VIS. MINORITIES
MEMB. DES MINORITES VIS.
TOTAL M-H M-F
COL.10 COL.11 COL.12

PERSONS WITH DISABILITIES
PERSONNES HANDICAPEES
TOTAL M-F
COL.7 COL.9 P.E. I. ILEDU-PRINCE-EDOUARD X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.5 COL.6 TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA) NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

UPPER-LEVEL MANAGERS CADRES SUPERIEUPS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS PROFESSIONALS PROFESSIONNELS

FOREMEN/WOYEN CONTREMAITRES SUPERVISORS

CLERICAL WORKERS EMPLOYES DE BUREAU

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

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OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

NOMBRE TOTAL DE RECRUTEMENTS

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PERMANENT FULL TIME EMPLOYEES PROMOTED AIR CANADA

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PLEIN

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTRFPRISE; NAME OF BUSINESS:

PERIODE DE RAPPORT: PARTIE PART A REPORTING PERIOD: FORMULAIRE

> INDUSTRIES DU TRANSPORT AERTEN BRANCHE D'ACTIVITE:

P.E.I. ILEDU-PRINCE-EDOUARD X PROVINCE X PROVINCE

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMB, OF VIS, MINORITIES AUTOCHTONES FROM HES HANDICAPEES MEMB, DES MINORITES VIS, TOTAL M-F 10TAL M-

TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3

UPPER-LEVFL MANAGERS CADRES SUPERIFURS

PROFESSIONALS PROFESSIONNELS

NATIONAL (CANADA)

LOCATION: ENDROIT:

MIDDLE OR OTHER MANAGERS CABRES INTERMED. ET AUTRES CABRES

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

CONTREMAITRES SUPERVISORS

CLERICAL WORKERS EMPLOYES DE 3UREAU

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL HORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL OF SALARIES PROMUS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

PERMANENT PART TIME EMPLOYEES PROMOTED

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

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PARTIE PART B

FORMULAIRE

PERIODE DE RAPPORT:

REPORTING PERIOD:

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

AIR CANADA

NOM DE L'ENTREPRISE :

ENDROIT:

NAME OF BUSINESS:

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES
AUTOCHTONES
TOTAL
TOTAL
COL.4 COL.5 COL.6 COL.7 COL.8 COL.9 P.E. I. ILEDU-PRINCE-EDOUARD INDUSTRIES DU TRANSPORT AERIEN X PROVINCE X PROVINCE BRANCHE D'ACTIVITE: TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

MEMB. OF VIS. MINORITIES WIS. TOTAL MATHER WIS. COL.13 COL.11 COL.12

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS

CONTREMAITRES

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS

UPPER-LEVEL MANAGERS CADRES SUPERIEURS

SUPERVISORS

CLERICAL WORKERS EMPLOYES DE BUREAU

	PERMANENT FI	JLL-TIME	PERMANENT FULL-TIME EMPLOYEES TERMINATED CESSATIONS OF FONCTIONS : SALARIES PERMANENTS A TEMPS PLEIN	ED NTS A TEMPS PLEIN	FORM	FORM 6	PART A PARTIE A
NAME OF BUSINESS: AIR CANADA NOW DE L'ENTREPRISE;	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	SECTOR:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	DUSTRIES ANSPORT AERIEN	ж с m m	REPORTING PERIOD:	ERIOD: 1989
ENDROIT: NA	NATIONAL(CANADA)		X PROVINCE X PROVINCE	, ww			
	TOUS LES SALARIES TOTAL COL.2 COL		AUTOLITANES W-F COL.4 COL.5 COL.6	S PERSONNES HANDICAPEES -F TOTAL M-H L.6 COL.7 COL.8 COL.9		EMB. OF VI	MEMB. OF VIS. MINORITES MEMB. DES MINORITES VIS. TOTAL COL.13 COL.11 COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIFURS							
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES							
PROFESSIONALS PROFESSIONNELS							
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS							
SUPERVISORS							
FOREMEN/WOMEN CONTREMAITRES	1 1						
CLERICAL WORKERS EMPLOYES DE BUPEAU	-	-					
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE							
SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES							
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS							
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	-						
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS							
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL OF CESS. DE FONCT.	3 2	-					

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		PERMANEN	PERMANENT PART-TIME EMPLOYEES TERMINATED	ME EMPLO	YEES TERM	INATED			FO	FORM	PART B	
	CESS	ATIONS D	CESSATIONS DE FONCTIONS		: SALARIES PERMANENTS	MANENTS	A TEMPS PARTIEL	RTIEL	FO	FORMULAIRE	PARTIE	60
NAME OF BUSINESS: ATP CANADA		INDUSTRIAL	AL SECTOR	••	AIR TRANSPORT INDUSTRIES	T INDUST	RIES		OC.	REPORTING PERIOD	PERIODS	,
		BRANCHE	BRANCHE D'ACTIVITE:		USTRIES	U TRANSP	INDUSTRIES DU TRANSPORT AERIEN		۵.	PERIODE DE RAPPORT	RAPPORT	1989
LOCATION: ENDROIT:	NATIONAL (CANADA) NATIONAL (CANADA)	CANADA)			××	PROVINCE	P.E.I.PR	P.E. I. ILEDU-PRINCE-EDOUARD	RD			
	TOTAL COL.1	LES SAL M-H COL.2	TOUS LES SALARIES TOTAL M-H W-F COL.1 COL.2 COL.3	ABOR TOTAL COL. 4	ABORIGINAL PEOPLES AUTOCHTONES TAL M-H W-H		PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL M-H W-F COL.7 COL.8 COL.9	ES HANDICA M-H COL.8 C		MEMB. DES MINORITES VIS TOTAL M-H M-F COL.13 COL.11 COL.1	MINORIT M-H COL.11	ES VIS W-F
UPPER-LEVEL MANAGERS CADRES SUPERIFURS												
MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES												
PROFESSIONALS PROFESSIONNELS												
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS												
SUPERVISORS												
FOREMEN/WOMEN CONTREMAITRES												
CLERICAL WORKERS EMPLOYES DE BUREAU												
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE												
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES												
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS												
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	2	€										
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS												
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DF CESS. DE FONCT.	~	€0										

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NAME OF BUSINESS: NOM DE L'ENTREPRISE;		OCCUPATIONAL GROUPS: ORIES PROFESSIONNELLE: INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	GROUPS SIONNELLI ECTOR:	ES : SALA AIR TRA	OCCUPATIONAL GROUPS: PERHANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	ME EMPLOY ENTS A TE STRIES SPORT AER	EES MPS PLEIN IEN	2	FORM PART A FORMULAIRE PARTIE A REPORTING PERIOD:	PART A P. P. ERIOD: 198
LOCATION: NATI	NATIONAL (CANADA)			×	PROVINCE -	NEW BR	NEW BRUNSUICK Nouveau-brunswick	ICK	DESIGNATED CMA RMR DESIGNEE	
E	F SALRA PANGE NAX SALRA PANGE NAX SALRA PANGE TECHNICE SAL COL. 1		TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.4	LARIES N-F COL.4	ABORIGINAL PEOPLES PERS.W. DISABILITIES AUTOCHTONES TOTAL M-H W-F TOTAL M-H W-F COL.S COL.6 COL.7 COL.8 COL.9 COL.10	FONES 1 W-F	ESPLES PERS. H. N-F TOTAL COL. 7 COL. 8	DISABI		MEMB. VIS. MINORITIE HEMB. MINOR. VISIBLE TOTAL M-H W-F COL.11 COL.12 COL.13
EMPLOYES DE BUREAU SALES MORKERS EMPLOYES DU SECTEUR DE LA VENTE	\$22500 - \$24999 \$35000 - \$39999 \$20000 - \$22499	n= 4wn= -4	7 49 25 2	24			-	-		
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFIS AND TRAVELLENS WORKERS TRAVAILENS WORLIFIES		ほろひー よろひゃ								
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	\$35000 - \$39999 \$15000 - \$17499	4MV= 4MV=	38 × × × × × × × × × × × × × × × × × × ×						-	
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	* 1 REFERS TO THE	165 LOWEST S	SALARY QUE	34 UARTER: 4	REFERS TO	THE HIGHE	ST SALARY	2 QUARTE	165 131 34 2 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 IS ELEVE

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	OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES	FORM 2 PART B P.1
NAME OF BUSINESS: NOM DE L'ENTRFPRISE:	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	S PERIOD: DE RAPPORT
LOCATION: NATIONAL (CANADA) ENDROIT: NATIONAL (CANADA)	CANADA) RPOVINCE - NEW BRUNSWICK CANADA) RPOVINCE - NOUVEAU-BRUNSWICK	DESIGNATED CMA RMR DESIGNEE
TOP / OCCUPATIONAL GROUPS OF S/ MAX CATEGORIES PROFESSIONNELLES DE I	TOP AND BOTTON ALL EMPLOYEES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES OF SALARY RANGE * TOUS LES SALARIES AUTOCHTONES PERS. HANDICAPEES MEMB. MINOR. VISIBLES NA MAX.EI MIN S DE L'ECHELLE Q. TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F COL. COL. COL. COL. COL. COL. COL. COL.	ITTES MEMB. VIS. MINORITIES ES MEMB. MINOR. VISIBLES U-F TOTAL M-H W-F COL.10 COL.11 COL.13
UPPER-LEVEL MANAGERS CADRES SUPERIEURS		
MIDDLE OR OTHER MANAGERS CARRES INTERMEDIAIRES ET AUTRES CADRES	√™∏ ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
PROFESSIONALS PROFESSIONNELS	≄m∩⊷	
SEMI-PROFESSIONALS AND SEMINICIANS SIGNIFICANS SEMI-PROFESSIONNELS ET	swine.	
SUPERVISORS SURVEILLANTS	310 N=	
FOREMEN/WOMEN CONTREMAITRES	2M0==	

* 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

1 REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE;

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NAME OF BUSINESS: NOM DE L'ENTRFPRISE;		OCCUPATIONAL GROUPS ORIES PROFESSIONNEL INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	UPS: PE INELLES: OR: AIR ITE: IND	OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	EMPLOYEES S A TEMPS PARTIEL ILES IRT AERIEN	FORMULAIRE PARTIE B P.2 REPORTING PERIOD: 1989
LOCATION: HATIONAL ENDROIT:	NAL (CANADA) NAL (CANADA)			PROVINCE -	NEW BRUNSWICK Nouve au-brunswick	DESIGNATED CMA RMR DESIGNEE
OCCUPATIONAL GROUPS 0 CATEGORIES PROFESSIONNELLES	OP AND BOTTOM F SALARY RANGE MAX. ET MIN DE L'ECHELLE E REMUNERATION		ALL EMPLOYEES TOUS LES SALARIES QTAL M-H W-F OL.2 COL.3 COL.	RIES ABORIGINAL PEOPLES AUTOCHTONES W-F TOTAL M-H W-F COL.4 COL.5 COL.6 COL.7	PERS.W. DISABIL PERS. HANDICAPE TOTAL M-H COL.8 COL.9	ITTES MEMB. VIS. MINORITIES MEMB. MINOR. VISIBLES W-F TOTAL M-H W-F COL.10 COL.11 COL.12 COL.13
CLERICAL WORKERS EMPLOYES DE BUREAU	~mñ≖					
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	\$15000 - \$17499 4 \$7500 - \$9999 1	- m		₩ M		
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRADE WORKERS TRAVAILLEURS WORKERS TRAVAILLEURS GUALIFIES	4mn- 4mn-					
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES AUTRES TRAVAILLEURS MANUELS	\$7500 - \$9999	۲	in.	2		
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	* 1 REFERS TO THE	11 LOWEST SAL SALAIRES	S ARY QUARTE DU QUART L	6 R; 4 REFERS TO TH E MOINS ELEVE; 4	E HIGHEST SALARY QUARTE REPRESENTE LES SALAIRES	11 S 6 REFERS TO THE LOWEST SALAKY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

1989 PERIODE DE RAPPORT: REPORTING PERIOD: INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES PRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

PARTIE PART A FORMULAIRE

PERSONS WITH DISABILITIES MEMBERS OF VIS. WINDRITIES PERSONNES HANDICAPER VIS. TOTAL W-F TOTAL W-F COL. 70 COL. 11 COL. 12 FORM NEW BRUNSWICK NOUVEAU-BRUNSWICK PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PLEIN SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES X PROVINCE X PROVINCE W-F COL.6 ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL
COL.S COL.S ALL EMPLOYEES TOUS LES SALARIES TOTAL M-F COL.1 COL.2 COL.3 NATIONAL (CANADA) ECHELLES DE REMUNERATION SALARY RANGES

LOCATION: ENDROIT:

~ N 34 25 80 13 38 131 83 165 80 13 NUMBER OF EMPLOYEES NOMBRE DE SALARIES \$27,499 \$27,530 - \$29,999 \$30,130 - \$34,999 \$35,700 - \$39,999 6667678 - 6067078 \$50,033 - \$69,999 \$15,000 - \$17,499 \$20,000 - \$22,499 \$22,503 - \$24,999 - 6007558

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL FORMULAIRE PARTIE B	USINESS: AIR CANADA IMDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES FNTREPRISE: PERIODE DE RAPPORT: 1989	NATIONAL(CANADA) NATIONAL(CANADA) ALL EMPLOYES TOTAL M-H W-F TOTAL AUTOCHTONE	COL.1 COL.2 COL.3 COL.4 COL.5 COL.6	500 - \$9,999 10 5 5	,730 - \$17,499 1
	NAME OF BUSINESS: A NOM DE L'FNTREPRISE:	ENDROIT: SALARY RANGES	REMUNERALION	666'68 - 005'28	\$15,730 - \$17,499

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NUMBER OF EMPLOYEES NOMBRE DE SALARIES

PERMANENT FULL-TIME EMPLOYEES HIRED

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: AIR CANADA NAME OF BUSINESS:

INDUSTRIES DU TRANSPORT AERIEN PRANCHE D'ACTIVITE:

NOM DE L'ENTREPRISE:

LOCATION: ENDROIT:

PERSONS WITH DISABILITIES
PERSONNES HANDICAPEES
TOTAL MA-H W-F
COL.7 COL.9 NEW BRUNSWICK NOUVEAU-BRUNSWICK X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL.6 TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

MEMB. OF VIS. MINORITIES WIS. I COL.10 COL.11 COL.12

1989

PARTIE PART A

FORMULAIRE FORM

PERIODE DE RAPPORT:

REPORTING PERIOD:

MIDDLE OR OTHER MANAGERS CADRES INTERMED, ET AUTRES CADRES

UPPER-LEVFL MANAGERS CADRES SUPERIEURS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

FOR EMEN/WOMEN CONTREMAITRES

EMPLOYES DE BUPEAU

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS SERVICE WORKERS EMPLOYES AN SECTEUR DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DF RECRUTEMENTS

13 13

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PERMANENT PART-TIME EMPLOYEES HIRED

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: AIR CANADA

INDUSTRIES DU TRANSPORT AERIEN RRANCHE D'ACTIVITE;

NOM DE L'ENTREPRISE;

LOCATION: ENDROIT:

NAME OF BUSINESS:

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES HEMB. OF VIS. WINORITIES AUTOCHTONES AUTOCATES WEMB. DES WINORITIES VIS. TOTAL M-F TOTAL M-NEW BRUNSWICK NOUVEAU-BRUNSWICK X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.3 COL.3 NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CABRES INTERMED, ET AUTRES CABRES UPPER-LEVEL MANAGERS CADRES SUPERIFURS PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

FOREMEN/WOMEN CONTREMAITRES

CLERICAL WORKERS EMPLOYES DE BUREAU

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DF RECRUTEMENTS

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PARTIE FORMULAIRE

REPORTING PERIOD:

PART B

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PERIODE DE RAPPORT:

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NOM DE L'ENTREPRISE:

ENDRATION:

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	PERMANENT FULL TIME EMPLOYEES PROMOTED	AVANCEMENTS : SALARIES PERMANENTS A TEMPS PLEIN	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	
				A L A L A L A L A L A L A L A L A L A L
HRBSU2P2			NAME OF BUSINESS:	
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A TO CANADA

PERIODE DE RAPPORT: PARTIE EPORTING MERIOD: RMULAIRE

NEW BRUNSWICK NOUVEAU-BRUNSWICK INDUSTRIES DU TRANSPORT AERIEN

PERSONS WITH DISABILITIES MEMB. OF VIS. WINDRITIES PERSONNES NANDICAPEES MEMB. DES MINDRITES VIS. 1 OTAL M-H H-F TOTAL M-H M-F TOTAL M-F

ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.\$ COL.\$ X PROVINCE X PROVINCE BRANCHE D'ACTIVITE: TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

CADRES INTERMED. ET AUTRES CADRES SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS UPPER-LEVEL MANAGERS CADRES SUPERIEURS PROFESSIONALS PROFESSIONNELS

SUPERVISORS SURVEILLANTS

CLERICAL WORKERS CONTREMAITRES

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

PERMANENT PART TIME EMPLOYEES PROMOTED

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

AIR CANADA

NOM DE L'ENTREPRISE:

ENDROIT:

NAME OF BUSINESS:

INDUSTRIES DU TRANSPORT AERIEN BRANCHE D'ACTIVITE:

X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL.6 TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES UPPER-LEVEL MANAGERS CADRES SUPERTEURS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

FOREMEN/WOMEN CONTREMAITRES SUPERVISORS

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE CLERICAL WORKERS EMPLOYES DE SUREAU

SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

1989

8 PARTIE

PART

FORMULAIRE FORM

PERIODE DE RAPPORT:

REPORTING PERIOD:

NEW BRUNSWICK NOUVEAU-BRUNSWICK

PERSONS WITH DISABILITIES MEMB, OF VIS, WINDRITIES PERSONNES HANDICAFEES NEMB, DES MINDRITES VIS, 101AL M-H M-H M-F COL.7 COL.7 COL.9 COL.10 COL.11 COL.12

PERMANENT FULL-TIME EMPLOYEES TERMINATED

9 FORMULAIRE CESSATIONS DE FONCTIONS : SALARIES PERMANENTS A TEMPS PLEIN AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: NOM DE L'ENTREPRISE: NAME OF BUSINESS:

1989 PERIODE DE RAPPORT: PARTIE PART A REPORTING PERIOD; FORM

> INDUSTRIES DU TRANSPORT AERIEN PRANCHE D'ACTIVITE:

MEMB. OF VIS. MINORITIES WIS. I TEMB. DES MINORITES VIS. COL.12 COL.12 PERSONS WITH DISABILITIES
PERSONNES HANDICAFIES
TOTAL M-H F
6 COL.9 COL.9 NEW BRUNSWICK NOUVEAU-BRUNSWICK

COL.6

ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H
COL.4 COL.5 COL.

X PROVINCE X PROVINCE

NATIONAL CCANADAY

ENDROIT:

ALL EMPLOYEES
TOUS LES SALARIES
TOTAL M-F
COL.1 COL.3 UPPER-LEVEL MANAGERS CADRES SUPERIEURS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

FOREMEN/WOMEN CONTREMAITRES

CLERICAL WORKERS EMPLOYES DE BUREAU

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.

MIDDLE OR OTHER MANAGERS CADRES INTERMED, ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

SUPERVISORS

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

1989

	PERMANENT PART-TIN CESSATIONS DE FONCTION	PERMANENT PART-TIME EMPLOYEES TERMINATED CESSATIONS DE FONCTIONS : SALARIES PERMANENTS A TE	A TEMPS PARTIEL	FORM 6 PA	PART B PARTIE B
NAME OF BUSINESS: NOM DE L'ENTREPRISE:	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	: AIR TRANSPORT INDUSTRIES	SAERIEN	REPORTING PERIOD: PERIODE DE RAPPOR	ERIOD:
LOCATION:	NATIONAL (CANADA)	X PROVINCE NE	NEW BRUNSWICK NOUVEAU-BRUNSWICK		
	ALL EMPLOYEES TOUS LES SALARIES TOTAL M-H-F COL.1 COL.2 COL.3	ABORIGINAL PEOPLES PERS TOTAL AUTOCHTONES W-F TO COL.4 COL.5 COL.6 CO	PERSONS WITH DISABILITIES FPERSONNES HANDICAPEES TOTAL M-H W-F COL. 7 COL. 8 COL. 9	MEMB. OF VIS. MINORITES MEMB. DES MINORITES TOTAL MAH	VINORI IORITES
UPPER-LEVEL MANAGERS CADRES SUPERIEURS					
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	IES				
PROFESSIONALS PROFESSIONNELS					
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS					
SUPERVISORS					
FOREMEN/WOMEN CONTREMAITRES					
CLERICAL WORKERS EMPLOYES DE BUREAU					
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	<u>u</u>				
SERVICE WORKERS EMPLUYES DU SECTEUR DES SERVICES	.E.S				
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	S				
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	3 3				
OTHER MANUAL WOPKERS AUTRES TRAVAILLEURS MANUELS					
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	3 3				

HRB502P2		A SQUIDA SAUDINA	10891	-	ANADA	CANADA PERMANENT FILLI-TIME EMPLOYEES	TIME	MPLOY	S		FORM		PART A	
NAME OF BUSINESS: NOM DE L'ENTREPRISE:	CATEG	ORIES PROFESSIONNEL INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	SSIONNE SECTOR:	ELLES :	SALARI	SALARIES PERMANENTS A TEMPS AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	AANENTS VDUSTRI	A TER	IPS PLET		FORMULAIRE REPORTIN PERIODE	IRE 2 TING P DE DE		A 198
LOCATION: NATICE ENDROIT: NATICE	NATIONAL (CANADA) NATIONAL (CANADA)				×	PROVINCE PROVINCE	1 1	QUEBEC QUEBEC			DESIGNATED CMA RMR DESIGNEE	TED CM IGNEE	<	
OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELLES	OF SALARY RANGE OF SALARY RANGE MAX. EL MINIOR	1 .0	TOUS LE	TOUS LES SALARIES OTAL M-H W-F		ABORIG AUT TOTAL	INAL PE	OPLES S W-F	ABORIGINAL PEOPLES PERS.W. DISABILITIES AUTOCHTONES OTAL M-H N-F TOTAL M-H W-F	DISABI ANDICAP M-H	EES MEI	EMB. VI TOTAL	MEMB. WINOR, VISIBLES TOTAL M-H W-F	SIBLE W-F
	COL.1	00	COL.2 C	cor.3 co	001.4 6	COL.5	9.100	COL.7	C 01 . 8	60100	COL.10 COL.11 COL.12 COL.13	04.11	COL.12	col.13
UPPER-LEVEL MANAGERS CABRES SUPERIEURS	* - 00009 * - 00009	1534	2110	2 99	=	-	-		3	e		2	2	
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIATRES ET AUTRES CADRES	\$25000 - \$27499	4mm-	14 77 677	14 2 522 522	155	~	-	-	₩	~~		15	12	E
PROFESSIONALS PROFESSIONNELS	\$27500 - \$29999	4m0=	8 4 0 5 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	m-8r	122				-		-	~~	~~	>
SEMI-PROFESSIONALS AND IECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	\$70000 - +	7m0-	31346	164 182 274	39	- m	← m		m	2	-			~
SUPERVISORS	\$55000 - \$34999	4mn=	3.6 8.7 2	6522	15							2	~	
FOREMEN/WOMEN CONTREMAITRES	\$55000 - \$59999	4m0-	96 144 140	96 144 139	-	-	-		2 -	2		24 -	44 =	
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* | REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

* | REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

HRB502P2				A I	AIR CANADA	⋖								
A	OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	LES PUSTR	OCCUPATIONAL GROUPS: ORIES PROFESSIONNELLE: INDUSTRIAL SECTOR:	ROUPS : ONNELLES TOR:	PERMAN : SALA AIR TRA	PERMANENT FULL-TIME EMPLOYEES: SALARIES PERMANENTS A TEMPS AIR TRANSPORT INDUSTRIES	MANENT NOUSTR	EMPLOYE S A TEP IES	PS PLE	Z	FORM	FORMULAIRE 2 REPORTING	PART A PARTIE PERIOD:	P. 2
NOM DE L'ENTRFPRISE;		NCHE	BRANCHE D'ACTIVITE:	VITE:	INDUSTR	INDUSTRIES DU TRANSPORT AERIEN	RANSPOR	RT AERI	Z.		PER	PERIODE DE RAPPORT:	RAPPORT	1989
44	NATIONAL (CANADA)				>	PROVINCE	1	QUEBEC			DESIG	DESIGNATED CHA	٧,	
ENDROIT: NATE	NATIONAL (CANADA)				•	PROVINCE		QUEBEC			RMR D	RMR DESIGNEE		
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE	4	TOUS	ALL EMPLOYEES TOUS LES SALARIES	ARIES	ABORIG	INAL PE	OPLES	PERS.W.	DISABI	ABORIGINAL PEOPLES PERS.W. DISABILITIES AUTOCHTONES PERS. HANDICAPEES	MEMB. VIS. MINORITIES MEMB. MINOR. VISIBLES	IS. MING	SIBLES
CATEGORIES PROFESSIONNELLES	S DE L'ECHELLE	0	TOTAL	#-#	N- F	TOTAL	H-H	F - N	TOTAL	H- H	N-F	TOTAL	H-H	H-F
	COL. 1		COL.2	COL.3	COL.4	COL.5	COL. 6	C 01 . 7	C 01.8	6.103	COL.10	COL.10 COL.11 COL.12 COL.13	COL.12	COL.13
CLERICAL WORKERS	840000 - 844999	⊘ M1	382	103	280	-		-	m~	~~		79	4-	15
EMPLOYES DE BUREAU	\$12500 - \$14999	~-	315	242	220				∽	~ +	m	- - -	- m	<u>w</u> m
SALES WORKERS EMPLOYES DU SECTEUR	\$55000 - \$59999	4MNie	574	2 2 2 2 3 3 3 3	336	m	-	~	-~		4	٥	50	4
DE LA VENIE		-	9		r r									
SERVICE WORKERS EMPLOYES DU SECTEUR	\$40000 - \$44999	4m0+	7307	1240	609 609 609 609	-~-		~	₩		m	~~~	2 +	۰ ۰
	000079	٠.	9 6		3				•	,		-		-
SKILLED (KARIS AND TRAVES WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	\$20000 - \$22499	***\~	1932	1,542	08-	10	10		1 26	19		1882	~ <u>∞</u> ~	-
SEMI-SKILLED MANUAL WORKERS TRAVALLEURS MANUELS SPECIALISES	\$15000 - \$17499	4m0=	702 108 35	695 75 30		\$	S		1201	-92-		2021	NO.V-	~
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	\$30000 - \$34999 \$15000 - \$17499	2m0-	118 118 27	112 112 24	wram				-4		-		- 2	-
TOTAL NUMBER OF EMPLOYEES			8,122	5,976 2,146	2,146	33	27	9	6.80	7.6	13	256	197	65
	A I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER	IE L	DWEST SA	LARY QU	ARTER; 4	REFERS	TO THE	HIGHES	T SALAR	T QUAR	FR			

A TREFERS TO THE LOWEST SALARY QUARTERS 4 KEPERS TO THE MINTENT SALARY QUARTER
TREPRESENTE LES SALATRES DU QUART LE HOINS ELEVES 4 REPRESENTE LES SALATRES DU QUART LE PLUS ELEVE

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PART B

FORM

AIR CANADA OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES

CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL FORMULAIRE PARTIE	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN PERIODE DE RAPPORT:	ANADA) X PROVINCE - QUEBEC DESIGNATED CHA ANADA) PROVINCE - QUEBEC RMR DESIGNEE	TOP AND BOTTOM ALL EMPLOYEES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES OF SALARY RANGE & TOUS LES SALARIES AUTOCHTONES PERS.W. DISABILITIES MEMB. WISIBLES MAY RANGE & TOTAL M-H W-F TOTAL M-H M-H W-F TOTAL M-H M-H W-F TOTAL M-H M-H W-F TOTAL M-H M-F TOTAL M-H M-H M-H M-F TOTAL M-H M-H M-F TOTAL M-H M-H M-H M-F TOTAL M-H M-H M-F TOTAL M-H M-H M-H M-H M-F TOTAL M-H M-H M-H M-H M-F TOTAL M-H M-H M-H M-H M-H M-H M-H M-H M-H M-H		√ M∩M+	4m0≠	4m0=	* K C V F	7 × 0.0 =
	NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE:	LOCATION: NATIONAL (CANADA) ENDROIT: NATIONAL (CANADA)	TOP AN OCCUPATIONAL GROUPS OF SAL MAXI CATEGORIES PROFESSIONNELLES DE LE PERE	UPPER-LEVEL MANAGERS CADRES SUPERIEURS	MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	PROFESSIONALS PROFESSIONNELS	SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET	SUPERVISORS	FOREMEN/WOMEN CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER
I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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	PART B P.2	PERIOD: 1989 RAPPORT:		MINORITIES MINOR, VISIBLES M-H M-F 1 COL.12 COL.13		S = S=		-		W	LUS ELEVE
	FORMULAIRE 2	REPORTING P	DESIGNATED CMA RMR DESIGNEE	MEMB. TOTAL				-		1 7	TER ES DU QUART LE P
	A TEMPS PARTIEL	S	QUEBEC QUEBEC	OPLES PERS.W. DISABILITIES S HANDICAPEES W-F TOTAL M-H W-F COL.7 COL.8 COL.9 COL.10		-				-	REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE
ADA	TIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	PROVINCE - QU	ABORIGINAL PE AUTOCHTONE TOTAL M-H 4 COL.5 COL.6		26226 2626		_		6	MOINS ELEVES 4 RE
AIR CANADA	. w			ALL EMPLOYEES TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.4		ww.		76		100 209	ALARY QUARTER
		INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		4 0	ふ としゃ	1122	ಆಗಾಣ- ಆಗಾಣ- :		***\~	30.9	HE LOWEST S
	OCCUPA CATEGORIES	ANADA	TONAL (CANADA)	TOP AND BOTTOM OF SALARY MANGE MAX. ET MIN. ES DE L'ECHELLE DE REMUNERATION		\$15000 - \$17499 \$750u - \$9999		66668 - 00528	S		* 1 REFERS TO T
HRB502P2		NAME OF BUSINESS: NOM DE L'ENTREPRISE:	LOCATION: NAT ENDROIT: NAT	OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELL	CLERICAL WORKERS EMPLOYES DE BUREAU	SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	SERVICE WORKERS PROOFS DU SECTEUR DES SERTICES SKILLED CRAFTS AND TRAVAILLEUSS QUALIFIES	SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUEL	TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	

⋖	1989		ES VIS.		-	4	>	~	13	6	17	M	2	2		59
FART A	PERIOD: E RAPPORT:		S MINORITE M-H COL. 11	-	2	4		2	2	7	5.4	19	117	16	3	197
FORMULAIRE	REPORTING PERIODE DE		MBERS OF VEMBRES DESTOTAL	-	~	œ	2	2	15	16	4.1	22	119	18	~	256
u. u.			ICAPEES ME COL.9					-	~		ar			-		13
	RIEN	O O	ITH DISABI ES HANDICA M-H COL.8		-		-	-	₩	2	-	ec:	50	2	2	76
PLOYEES PS PLEIN	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	CE QUEBEC	PERSONS WITH DISA PERSONNES HANDI TOTAL M-H COL.7 COL.8		-		-	2	9	2	92	æ	59	9	2	89
: PERMANENT FULL-TIME EMPLOYEE: ALARIES PERMANENTS A TEMPS PLE	AIR TRANSPORT INDUSTRIE INDUSTRIES DU TRANSPORT	X PROVINCE X PROVINCE	~°.								5	-				•
: PERMANENT FULL-T SALARIES PERMANENTS	AIR TRANINOUSTRI		ABORIGINAL PEOPLES AL M-H W-H COL.5 COL					-			7	9	10	-	2	2.2
~	AL SECTOR: D'ACTIVITE:		ABORI TOTAL COL.4					-			12	7	10	-	2	M1 EX
SALARY SUMMARY PROFIL SALARIAL :	INDUSTRIAL S BRANCHE D'AC	NADA)	RIES W-F COL.3		92	43	61	130	195	167	1,118	20.8	123	6.5	10	2,146
SAL	INI	NATIONAL (CANADA) NATIONAL (CANADA)	LES SALARIES M-H W W	•	07	87	94	110	92	194	1,274	871	2,209	665	487	5.976
	CANADA	ZZ	TOTAL COL.1	•	99	91	107	240	287	361	2,392	1,079	2,332	799	497	8,122
	NAME OF RUSINESS: AIR CANA	LOCATION: ENDROIT:	SALARY RANGES ECHELLES DE REMUNERATION	\$10,730 - \$14,999	\$15,000 - \$17,499	\$17,500 - \$19,999	\$20,000 - \$22,499	\$22,530 - \$24,999	\$25,000 - \$27,499	\$27,530 - \$29,999	\$30,000 - \$34,999	\$35,707 - \$39,999	6667678 - 0017378	850,700 - \$69,999	* - ((("02\$	NUMBER OF FMPLOYEES NOMBRE DE SALARIES

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL

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PARTIE PART B

FORMULAIRE

PERSONS WITH DISABILITIES MEMBERS OF VIS. WINORITES PERSONNES HANDICAPES MEMBERS DES MINORITES VIS. TOTAL OTAL M-H F COL. 7 COL. PERIODE DE RAPPORT: REPORTING PERIOD: INDUSTRIES DU TRANSPORT AERIEN QUEBEC AIR TRANSPORT INDUSTRIES X PROVINCE X PROVINCE W-F COL.6 ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL
COL.5
COL.5 BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: TOTAL EMPLOYEES
TOTAL M-H
COL.1 COL.2 COL.3 NATIONAL (CANADA) NATIONAL (CANADA) NOM DE L'ENTREPRISE: ECHFLLES DE REMUNERATION SALARY RANGES NAME OF BUSINESS: LOCATION: ENDROIT:

6.5 = 13 13 78 87,500 - 89,999 \$10,337 - \$12,499 \$12,530 - \$14,999 \$15,000 - \$17,499

509 100 309 NUMBER OF FMPLOYEES NOMBRE DE SALARIES

	REC	PER) RUTTEMENTS	SALARI	LL-TIME EI ES PERMANI	PERNANENT FULL-TIME EMPLOYEES HIRED RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN) PLFIN		FORM	4	PART A PARTIE A
NAME OF RUSINESS: AIR CANADA NOM DE L'ENTREPRISE:		INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	SECTOR:		AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT	OU TRANSPORT AERIEN	z	REPORT.	REPORTING PERIOD: PERIODE DE RAPPORT:	D: 1989
LOCATION: ENDROIT:	NATIONAL NATIONAL	NATIONAL (CANADA)			X PROVINCE X PROVINCE	QUEBEC				
	TOTAL COL.1	S LES SALARIES M-H W COL.2 CO	S IES W-F COL.3	ABORIG AUT TOTAL COL. 4	ADTOCHTONES AUTOCHTONES TAL M-H W-F L.4 COL.5 COL.6		PERSONS WITH DISABILITIE PERSONNES HANDICAPEES TOTAL M-H W-F COL.7 COL.9 COL.9	N ZZ	F VI ES M	S. MINORITIES INORITES VIS- M-H W-F OL-11 COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEUPS	4	4								
MIDDLE OR OTHER MANAGERS CADRES INTERMED, ET AUTRES CADRES	s 22	Ξ	11							
PROFESSIONALS PROFESSIONNELS	28	12	9			-		_		_
SEMI-PROF. AND TECHNICIANS	99	25	0					F1		2
SUPERVISORS										
FOREMEN/WOMEN CONTREMAITRES										
CLERICAL WORKEPS EMPLOYES DE BUPFAU	5 %	18	27			-	-		٠,	2
SALES WORKERS EMPLOYEE LA VENTE										
SERVICE WORKERS EMPLOYES SERVICES	s 23	=	12					~		-
SKILLED CPAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	s 150	149	-	-	-	-	-	Ξ	=	
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	s 12	JI	~					-		
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	14	13	-							
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	354	2 R S	69	#	-	M	~	23	-	4

	RECRU	PERM RECRUITEMENTS	AMENT PAR	PERMANENT PART-TIME EMPLOYEES HIRED NTS : SALARIES PERMANENTS A TEMPS PARTIEL	RED S PAR	TIEL		FORM	4 PART B	. 60
NAME OF BUSINESS: NOM DE L'ENTREPRISE:	I R	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	SECTOR: ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	DUSTR	IES RT AERIEN		REPORTING PERIOD: PERIODE DE RAPPOR	PERIOD: RAPPORT:	1989
LOCATION: NA	NATIONAL (CANADA) NATIONAL (CANADA)	ANADA) ANADA)		X PROVINCE X PROVINCE	NCE	QUEBEC				
	TOUS TOTAL COL.1	TOUS LES SALARIES TOTAL M-H W-F COL.1 COL.3 COL.3		ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H COL. 6		ERSONS WIT	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL MANDICAPEES COL 7 COL 8 COL 7	MEMB. OF VIS. WINORITES VIS.	VIS. MINORITE	RITIES S VIS.
UPPER-LEVEL MANAGERS CADRES SUPERIEUPS									101.11	101.12
MIDDLE OR OTHER MANAGERS CADRES INTERMED, ET AUTRES CADRES										
PROFESSIONALS PROFESSIONNELS										
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS										
SUPERVISORS										
FOREMEN/WOMEN CONTREMAITRES										
CLERICAL WORKFRS EMPLOYES DE BUREAU										
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	25		2.5					-		-
SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES										
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS										
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	7 8	82	۲					~	₩	
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS										
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS	109	82	27					7	~	-

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	61661	COCHERON

H88502P2				AIR CANADA	NADA							
	۵.	ERMANENT	PERMANENT FULL TIME EMPLOYEES PROMOTED	EMPLOY	EES PROMO	TED			FORM	E W	PART A	
	AVANC	AVANCEMENTS :	SALARIES	PERMANENTS	NTS A TEMPS	PS PLEIN			0 4	FORMULAIRE	PARTIE	«
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTRFPRISE:		INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE	SECTOR:	AIR INDU	AIR TRANSPORT INDUSTRIES Industries du transport	INDUSTR	IRT INDUSTRIES DU TRANSPORT AERIEN	2	æ 0.	REPORTING PERIODE DE	PERIOD: RAPPORT:	1989
FNC SATION S	NATIONAL (CANADA)	ANADA)			××	PROVINCE	QUEBEC					
	TOTAL COL.1	LES SALARIE N-H COL.2	SIES W-F COL.3	ABORI AU TOTAL COL. 4	ABORIGINAL PEOPLES AUTOCHTONES TAL M-H L.4 COL.5 COL	9	PERSONS W PERSON TOTAL COL. 7	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL M-H W-F COL. 7 COL. 8 COL. 9	60	MEMB. DES TOTAL COL.13	DES MINORITES VIS-	S VIS.
UPPER-LEVEL MANAGERS CADRES SUPERTEURS	18	15	₩.							ć		•
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	133	164	50							v (-	
PROFESSIONALS PROFESSIONNELS	16	6	7				,	,		> 6		v •
SEMI-PROF. AND TECHNICIANS	53	41	12	-	-		-	-		v •		-
SUPERVISORS	19	=	ec				•					
FOR EMEN/ WOMEN CONTREMAITAES	07	07					-	-		- c	- 4	v
CLERICAL WORKERS EMPLOYES DE GUREAU	151	24	70							•	,	`
SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE	•	~	7									
SERVICE WORKERS EMPLOYES SERVICES	m	~	-							-	-	
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS GUAL. ET ARTISANS	56	52	~							-		
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	9	•										
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	-	-		•			^	^		8	6	٥
TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS	472	369	163	- •			, ^	. ~		2.9	Ξ	6
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	625	314	165	-	-		•					

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AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL PERMANENT PART TIME EMPLOYEES PROMOTED

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

INDUSTRIES DU TRANSPORT AERIEN

AIR CANADA

NOM DE L'ENTRFPRISE;

ENDROIT:

NAME OF RUSINESS:

1989

PERIODE DE RAPPORT:

REPORTING PERIOD;

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PARTIE PART B

FORMULAIRE

RRANCHE D'ACTIVITE:

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMB, DF VIS, MINORITIES AUTOCHTONES TOTAL MEMB, DES MINORITIES VIS, TOTAL M-F 10 QUEBEC X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS SURVEILL ANTS

CLERICAL WORKERS EMPLOYES DE BUPEAU

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

UPPER-LEVEL MANAGERS CADRES SUPERIEUPS

FOR EMEN/WOMEN CONTRE MAITRES

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

	PE								: : :			
	CESSATIONS	RMANENT F	PERMANENT FULL-TIME ATIONS DE FONCTIONS		EMPLOYEES TERMINATED : SALARIES PERMANENTS		A TEMPS PLEIN	EIN	FORMULAIRE	AIRE 6	PART A	<
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTYFPRISE:	H R	INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE:	SECTOR:	AIR TRA INDUSTR	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEM	DUSTRIE	SAERIE	7	REPORTING PERIODE DE	<u>a.</u>	PERIOD:	1989
LOCATION: ENDROIT:	NATIONAL (CANADA) NATIONAL (CANADA)	NADA)			X PROVINCE X PROVINCE		QUEBEC					
	TOTAL COL.1	TOUS LES SALARII TOTAL M-H COL.1 COL.2	FS W-F	ABORIGIN AUTOC TOTAL COL.4	ABORIGINAL PEOPLES AUTOCHTONES TAL M-M L.4 COL.5 COL		PERSONS WI PERSONN TOTAL COL. 7	WITH DISABILITIES ONNES MANDICAPEES COL.8 COL.9	EE O	of v	OT:	RITES VIS.
UPPER-LEVFL MANAGERS CADRES SUPERIFURS	16	15	-									
MIDDLE OR OTHER MANAGERS CADRES CADRES	99	9 7	10							_	-	
PROFESSIONALS PROFESSIONNELS	M	m										
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	31	9.6	\$							~	-	-
SUPERVISORS	6	2	~									
FOR EMENATURES	30	30					4	4				•
CLERICAL WORKERS EMPLOYES DE BUPEAU	1.7	18	23							-		-
SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE	13	11	2				-	-			,	
SERVICE WORKERS EMPLOYES SERVICES	30	11	19							~ .	۰ ،	
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	19	59	~				-	-		-	-	
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	18	16	^									-
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	12	Ξ	-								·	- ^
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	326	559	29				•	·c		r	^	^

	CESS	PERMAN	DE FON	T-TIME CTIONS	EMPLOYEES: SALARIE	PERMANENT PART-TIME EMPLOYEES TERMINATED CESSATIONS DE FONCTIONS : SALARIES PERMANENTS		A TEMPS PARTIEL	LL LL	FORM FORMULAIRE	6 PART B	63
NAME OF BUSINESS: NOM DE L'ENTREPRISE:		INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	AIAL SE	CTOR: IVITE:	AIR TRA INDUSTR	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	STRIES SPORT AER	IEN		REPORTING PERIOD PERIODE DE RAPPO	PERIOD:	1989
LOCATION: ENDROIT:	NATIONAL (CANADA) NATIONAL (CANADA)	CANADA				X PROVINCE X PROVINCE	E QUEBEC	υυ				
	TOTAL COL.1	LES SALARIES M-H W COL.2 CO	LARIES LARIES CO	-F L•3	ABORIGIN TOTAL COL. 4	ABORIGINAL PEOPLES AUTOCHTONES TAL M-H W-F L.4 COL.5 COL.6		PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL MACH COL.7 COL.8	BILITIES ICAPEES W-F COL.9	MEMB, OF VIS, MINORITES VIS, TOUR OLL OL. 10 COL. 10 COL. 12	VIS. MIN MINORITI	S VIS.
UPPER-LEVEL MANAGERS CADRES SUPERIEURS												
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	s											
PROFESSIONALS PROFESSIONNELS												
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS												
SUPERVISORS												
FOREMEN/WOMEN CONTREMAITRES												
CLERICAL WORKERS EMPLOYES DE BUREAU												
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	20		•	14								
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	S											
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	S											
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	S + 08		17	-	-	-				2	2	
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS												
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	3.8	~	23	15	-	-				2	2	

FORMULAIRE FORM CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES

P. 1

PARTIE PART A

> INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

PERIODE DE RAPPORT; REPORTING PERIOD: DESIGNATED CMA RMR DESIGNEE ONTARIO ONTAR 10 PROVINCE -PROVINCE -BRANCHE D'ACTIVITE: NATIONAL (CANADA) NATIONAL (CANADA) AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

LOCATION:

ENDROIT:

ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES AUTOCHTONES PERS. MANDICAPEES MEMB. MINOR. VISIBLES COL.9 COL.10 COL.11 COL.12 COL.13 H-E W-F TOTAL H-H COL.6 COL.7 COL.8 TOTAL N-F I-H COL. 5 TOTAL \$ 0 70 3 1 - M TOUS LES SALARIES COL.3 H-H COL. 2 TOTAL TOP AND BOTTOM
OF SALARY RANGE
MAX. ET M IN.
S DE E. ECHELLE
DE REMUNERATION CATEGORIES PROFESSIONNELLES OCCUPATIONAL GROUPS

21 = 103 152 7887 66669\$ - 00059\$ \$30000 - \$34999 \$35006 - \$39999 \$22500 - \$24999 850000 - \$54999 \$55000 - \$59999 \$27500 - \$29999 \$17500 - \$19999 + - 00002\$ + - 000004 \$70000 \$ 70000 MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS UPPER-LEVEL MANAGERS CADRES SUPERIEURS PROFESSIONALS PROFESSIONNELS SUPERVISORS FOREMEN/WOMEN CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRÉSENTE LES SALAIRES DU QUART LE PLUS ELEVE

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	OCCUPATIONAL GROUPS: CATEGORIES PROFESSIONNELLES	UPAT ES P	OCCUPATIONAL GROUPS ORIES PROFESSIONNELL	NOUPS :	PERMAN S : SALA	PERMANENT FULL-TIME EMPLOYEES : SALARIES PERMANENTS A TEMPS PLEIN	-TIME E	MPLOYE A TEN	ES PS PLEI	2	FORMULAIRE	LAIRE 2	PART A	P.2
NAME OF BUSINESS: AIR CA	CANADA IND	USTR	INDUSTRIAL SECTOR:	TOR:	AIR TRA	AIR TRANSPORT INDUSTRIES	INDUSTRI	ES ACOT	3		S C	REPORTING P	PERIODS	1989
								4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	2		7	PERIODE DE RAPPORT	RAPPORT	60
••	NATIONAL (CANADA)				×	PROVINCE		ONTARIO			DESIG	DESIGNATED CMA		
ENDROIT: NATI	NATIONAL (CANADA)				r	PROVINCE		ONTARIO			RHR D	RMR DESIGNEE		
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE MAX. FT MIN	*	TOUS	ALL EMPLOYEES TOUS LES SALARIES	ARIES	ABORIG	ABORIGINAL PEOPLES PERS.W. DISABILITIES AUTOCHTONES PERS. HANDICAPEES	OPLES	ERS.W.	DISABI	LITIES	MEMB. VI	VIS. MINORITIES MINOR. VISIBLES	RITIES
CATEGORIES PROFESSIONNELLES	ES DE L'ECHELLE	0	TOTAL	H-H	F - F	TOTAL	H-H	F - F	TOTAL	H-E	N - F	TOTAL	H-E	u - 3
	COL.1		COL.2	COL.3	\$° 100	COL.5	9.100	COL.7	C 01.8	6.103	C01.10	COL.10 COL.11 COL.12 COL.13	COL.12	COL.13
CLERICAL WORKERS EMPLOYES DE BUREAU	840000 - 844999	4mN	159	104	109	-		-	man	mor	-	wiz	m=	44
		-	16	~	13	-		-	,	•	•	0~	-	om
SALES WORKERS	666778 - 000078	3 M	973	365	¥09	۳	2	-	10	۰	10	0.5	0.	02
EMPLOYES DU SECTEUR DE LA VENTE	\$15000 - \$17499	Nie-	193	48	1450	-	•	-	~-	_		222	, <u> </u>	202
SERVICE WORKERS	840000 - 844999	2mr	282	144	138	-		-	1		-~	20	ب رم	~£
DES SERVICES	\$15000 - \$17499		388	103	286	-		-	-		-	27	~=	2.5
SKILLED CRAFTS AND TRADES WORKERS	\$50000 - \$54999	4mi	4145	412	2				-6	-6		53	23	
TRAVAILLEURS QUALIFIES ET ARTISANS	\$20000 - \$22499	~-	152	150	~				~	~		33	144	
SEMI-SKILLED MANUAL WORKERS	\$35000 - \$39999	4m	1,030	1,026					∞	-∞		399	45	-
TRAVATLLEURS MANUELS SPECIALISES	\$15000 - \$17499	~-	280	206	543				~-	~-		25	300 000	~~~
OTHER MANUAL WORKERS	\$27500 - \$29999	3 m	45	45	101							•	•	
AUTRES TRAVAILLEURS MANUELS	\$15000 - \$17499	~=	210	133	11	2	-	-	-	-		8.7	63	5.4
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES			7,516	7,516 4,934	2,582	12	~	7	7.2	20	25	767	349	145

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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	PART B	PARTIE 8	PERIOD:	E RAPPORT:	
	FORM	FORMULAIRE PARTIE B	REPORTING PERIOD:	PERIODE DE RAPPORT:	
AIR CANADA	SACTIONAL GOODES . PERMANENT PART-TIME EMPLOYEES	OLLUDARITORIA STORES SALARIES PERMANENTS A TEMPS PARTIEL	GORIES TROPISSION AND TRANSPORT INDISTRIES	Number of the state of the stat	PRANCHE D'ACTIVITE: INDUSTRIES DO INFRASTORI SERVE
	A MOTTAGE	THE PROPERTY OF THE PROPERTY O	CATEGORIES FROTESSIONE	INDUSTRIAL SECTOR:	ARANCHE D'ACTIVITE:
				ATO CANADA	
	2			OF BUSINESS:	DE L'ENTREPRISE:
	02 P 2			0 6	3.0

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DESIGNATED CMA RMR DESIGNEE

> NATIONAL (CANADA) NATIONAL (CANADA) LOCATION: ENDROITS

PROVINCE PROVINCE

ONTARIO

ABORIGINAL PEOPLES PERS.W. DISABILITIES HEMB. VIS. MINORITIES AUTOCHTONES. PERS. HANDICAPEES HEMB. MINOR. VISIBLES W-F TOTAL II W-F TOTAL

COL.9 COL.10 COL.11 COL.12 COL.13

col.6 col.7 col.8

COL.5

COL . 4 M-F

COL.3 H-H

col.2 TOTAL

. *

TOTAL M-H

ALL EMPLOYEES TOUS LES SALARIES

TOP AND BOTTOM

OF SALARY RANGE
OF SALARY RANGE

MAX. ET MIN.

CATEGORIES PROFESSIONNELLES DE L'ECHELE

CATEGORIES PROFESSIONNELLES DE REMUNERATION UPPER-LEVEL MANAGERS CADRES SUPERIEURS

CADRES INTERMEDIAIRES ET AUTRES CADRES

PROFESSIONNELS PROFESSIONNELS

SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET

SUPERVISORS

FOREMEN/WOMEN CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER
I REPRÉSENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRÉSENTE LES SALAIRES DU QUART LE PLUS ELEVE

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PARTIE B P.2 ERIOD: 1989 RAPPORT:		HEMB. VIS. WINORITIES HEMB. MINOR. VISIBLES TOTAL M-H W-F COL.11 COL.12 COL.13		1 6833		2 =6	13 19
ULAIRE PORTING P RIODE DE	DESIGNATED CMA RMR DESIGNEE			NM0-0		> +6	3.2
0 0	DESI	PERS. W. DISABILITIES PERS. HANDICAPEES TOTAL M-H W-F COL.8 COL.9 COL.10		~			2
PLOYEES A TEMPS PARTIEL S AERIEN	R 10	ES PERS. W. HAN TOTAL		~			2
	CE - ONTARIO	ABORIGINAL PEOPLES AUTOCHTONES OTAL M-H W-F OL.5 COL.6 COL.7					
CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	PROVINCE PROVINCE	٠ -		125 376 376 376		4	279
GROUPS: P TONNELLES: CTOR: AI		LEMPLOYE LES SALA M-H COL.3		23.16		9 9 9	4 75
OCCUPATIONAL GROUPS ORIES PROFESSIONNEL INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		- 0		77		\$	354
CATEGORIES INDUST BRANCH	IONAL (CANADA)	TOP AND BOTTOM OF SALARY RANGE ** MAX. ET MIN S DE L'ECHELLE DE REMUNERATION	AWNE	0 - \$17499 4 0 - \$9999 1	ANCE ANCE	0 - \$17499 4 3 0 - \$9999 1	354 75 279 2 3 13
CANADA	NATIONAL C	ш		\$15000	Ø	\$15000 \$7500	ELS S
NAME OF BUSINESS: NOM DE L'ENTREPRISE;	LOCATION: NA ENDROIT: NA	OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELL	CLERICAL WORKERS EMPLOYES DE BUREAU	SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	SERVICE WORKERS EMPLOYES BUYSECTEUR SKILLED CRATS AND TRAVELES WORKERS TRAVELENS QUALIFIES	SEMI-SKILLED MANUAL WORKER TRAVAILLEURS MANUELS SPECTALISES	OTHER YANDAL WORKERS AUTRES TRAVAILLEURS MANUEL TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES

SALARY SUMMADY : PERMANENT FULL-TIME EMPLOYEES

PART A

FORM

PERSONS WITH DISABILITIES WEMBERS OF VIS. WINORITIES
PERSONNES HANDICAPES MEMBRES DES MINORITES VIS.
TOTAL M.-M.-M.-F.
COL.7 COL.8 COL.9 COL.10 COL.12 1989 23 10 0 10 145 PERIODE DE RAPPORT: PARTIE REPORTING PERIOD: 57 .. 9 9 15 22 FORMULATRE 16 104 3.1 67 63 17 22 16 ~ 0 50 INDUSTRIES DU TRANSPORT AERIEN ONTARIO PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PLEIN AIR TRANSPORT INDUSTRIES 33 X PROVINCE X PROVINCE W-F COL.6 ABORIGINAL PEOPLES
AL AUTOCHTONES
AL M-H W-1 S PRANCHE D'ACTIVITE; TOTAL COL.4 INDUSTRIAL SECTOR: 12 TOUS LES SALARIES TOUTAL M-H COL.1 COL.2 COL.3 42 166 140 1,397 202 327 121 47 NATIONAL (CANADA) 158 1,426 678 189 51 175 104 868 4.934 2,823 93 324 315 725 202 7,516 645 225 0.001 NOM DF L'FUTRFORISE: \$15,000 - \$17,499 \$27,53n - \$29,999 \$30,999 6667678 - 6667078 NUMBER OF FUPLOYEES NOMBRE DE SALARIES \$17,503 - \$19,999 \$20,137 - \$22,499 \$22,533 - \$24,999 - \$27,499 666 698 -- \$34,999 SALARY RANGES ECHELLES DE REMUNERATION NAME OF BUSINESS: \$50,139 \$25,000 \$30,000 \$35,733 \$70,337 LOCATION: ENDROIT:

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SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

FORM 3 PART B 3 FORMULAIRE B

PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL

1989 181: 1989		NORITIES TITES VIS. COL. 12	=	2	-	~		19
REPORTING PERIOD: PERIODE DE RAPPORT:		MEMBERS OF VIS. MINORITIES MEMBERS DES MINORITIES VIS. TOTAL COL.11 COL.12	vo	2	-	-		13
REPORT PERIOD		MEMBERS TOTAL COL.10	17	10	2	₽ O		32
		ABILITIES ICAPEES VA-F COL.9				~		~
AERIEN	ONTARIO ONTARIO	PERSONS WITH DISABILITES PERSONNES HANDICAPEES TOTAL COL.7 COL.8 COL.9						
NDUSTRIES RANSPORT	PROVINCE ON	PERSONS PERSO TOTAL COL.7				~		2
AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	X PROV	ES W-F COL.6						
		ALORIGINAL PEOPLES ALORIGINAL PEOPLES ALORIGINAL PEOPLES ALORIGINAL PEOPLES ALORIGINAL PEOPLES ALORIGINAL PEOPLES ALORIGINAL PEOPLES ALORIGINAL PEOPLES						
INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE:		TOTAL COL.4					•	
INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE	ANADA	ARIES COL.3	79	9	13	125		279
I 4	NATIONAL(CANADA) NATIONAL(CANADA)	TOUS LES SALARIES AL COL.2 COL	39	25	~	ec		75
AIR CANADA	22	TOTAL COL.1	118	87	16	133		354
NAME OF BUSINESS: AIR NOW DE L'FNIREPPISE:		SALARY RANGES ECHELLES DE REMINERATION	666768 - UCS728	\$10,000 - \$12,499	\$12,507 - \$14,999	\$15,733 - \$17,499		NUMBER OF FMPLOYEFS NOMBRE DE SALARIES
NAME OF	LOCATION: ENDROIT:	w w		*		is .		NON

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PERMANENT FULL-TIME EMPLOYEES HIRED

FORM C PARTE A PORTIE A

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN

NAME OF BUSINESS: AIR CANADA		INDUSTRIAL	L SECTOR:		AIR TRANSPORT INDUSTRIES	INDUSTR	IES		REPORTING MERIOD	MERIOD:	1989
		PRANCHE [PRANCHE D'ACTIVITE:		TRIES DU	TRANSPO	INDUSTRIES DU TRANSPORT AERIEN		PERIODE DE	KAPPOKI	
LOCATION: ENDROIT:	NATIONAL (CANADA)	(CANADA)			XX G G	PROVINCE	ONTARIO				
	TOTAL COL.1	S LES SALARIES M-H W COL.2 CO	RIES W-F COL.3	ABORIG TOTAL COL. 4	ABORIGINAL PEOPLES AUTOCHTONES ATAL L.4 COL.5 COL	. 0	PERSONNES TOTAL COL. 7	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL M-H W-F COL.7 COL.9 COL.9	MEMB. DES V MEMB. DES COL.13	MINORIT M-H COL.11	TES VIS.
UPPER-LEVEL MANAGERS CADRES SUPERTEUPS										,	
MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES	S	4	-						-	-	
PROFESSIONALS PROFESSIONNELS											
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	45	42	٣						-	-	
SUPERVISORS											
FOREMEN/WOMEN CONTREMATTRES											
CLERICAL WORKFPS EMPLOYES DE RUREAU	m		~	-		-			:	,	
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	95	23	2.2				-	-	10	٠ (4
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	301	62	525				-	-	53	13	13
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	69 52	69							= :	= ;	,
SEMI-SKILLED MANUAL WORKERS TRAVAILLEIRS MANUELS SPECIALISES	210	195	15				-	-	32	\$:	> ;
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	231	152	7.0	~	-	-	.	- '	\$6	65	97
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL OF RECRUTEMENTS	656	244	302	₩	-	~	7	`	9/1	2	Ç

				A IR CANADA					
		PFRW	IAMENT PAR	PFRMANENT PART-TIME EMPLOYEES HIRED	۵	FORM	Σ	PARTB	
	RECR	UTTEMENTS	: SALARIE	RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL	PARTIEL	FORM	FORMULAIRE 4	PARTI	
NAME OF BUSINESS: NOM DE L'ENTREPRISE:		INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE:	SECTOR: ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AE	STRIES SPORT AFRIEN	9 P	REPORTING PERIOD PERIODE DE RAPPOI		1989
LOCATION: ENDROIT:	NATIONAL (CANADA)	CANADA)		X PROVINCE X PROVINCE	E ONTARIO E ONTARIO				
	TOTAL COL.1	TOUS LES SALARIES TOTAL M-H W		ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H COL. 4 COL. 5 COL. 6	PERSONS WITH DISABILITIES PERSONNES HANDICAPFES TOTAL MAN MAN MAN MAN MAN MAN MAN MAN MAN MAN		MB. OF V	MEMB. DES MINORITES VIS.	I S.
UPPER-LEVFL MANAGERS CADRES SUPERIFUPS							01.10	נסריון נסר	21.
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	S								
PROFESSIONALS PROFESSIONNELS									
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS									
SURVEILLANTS									
FOREMEN/WOMEN CONTREMA ITRES									
CLERICAL WORKERS EMPLOYES DE GUPEAU									
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	20	11	30				٥	-	œ
SERVICE WORKERS EMPLOYES DII SFCTEUR DES SERVICES	10								
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEHRS OHAL. ET ARTISANS	10								
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	31	JE	-				7	7	
OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS									
TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL OF RECRUTEMENTS	8	17	٧7				13	~	αr

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AIR CANADA

	۵	FRMANFNT	FULL TIME	PERMANENT FULL TIME EMPLOYEES	PROMOTED			FORM	PART A	
	AVANC	AVANCEMENTS :	SALAPTES	PERMANENTS	A TEMPS PLEIN	z		FORMULAIRE	PARTIE A	
NAME OF BUSINESS:	I	INDUSTPIAL	SECTOR:	AIR TRAN	AIR TRANSPORT INDUSTRIES	RIES		REPORTING	PERIOD:	1080
NOM DE L'ENTREPRISE:	œ.	PRANCHE D'ACTIVITE:	ACTIVITE:		INDUSTRIES DU TRANSPORT	ORT AERIEN		PERIODE DE	RAPPORT:	
LOCATION: ENDROIT:	NATIONAL (CANADA) NATIONAL (CANADA)	ANADA)			X PROVINCE X PROVINCE	ONTARIO ONTARIO				
	TOUS TOTAL COL. 1	EMPLOYEE LES SALAR M-H COL.2	S IES COL.3	ABORIGINA AUTOCH TOTAL COL. 4 CO	ADORIGINAL PEOPLES AUTOCHTONES TAL M-H L.4 COL.5 COL.6	PERSONS WITH DISABILITIE: PERSONNES HANDICAPEES TOTAL M-H W-F COL.7 COL.8 COL.9	HANDICAPEES HANDICAPEES L.H W-F L.A COL.9	MEMB. DES	MINORITE M-H COL.11	S VIS.
UPPER-LEVEL MANAGERS CADRES SUPERIFURS	4	4								
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	2.3	18	S					-		-
PROFESSIONALS PROFESSIONNELS	-		-							
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TFCHNICIENS	5 7	17	7					~		2
SUPERVISORS	~	~	~							
FOREMEN/WOMEN	3.8	3.4	4					~	2	
CLERICAL WORKFYS EMPLOYES DE GUREAU	35	12	23					4	₩.	-
SALES WORKERS EMPLOYES DU SFCTEUR DE LA VENTE	S	m	~							
SERVICE WORKERS EMPLOYES BU SECTEUR DES SERVICES	-		-							
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS DHAL. ET ARTISANS	~	7						m	~	
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	~	~								
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS									,	
TOTAL NUMMER OF EMP. PROMOTED NOMBRE TOTAL OF SALARIES PROMUS	168	173	57					15	r	3 .
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	172	124	8 %					21	or:	7

PERMANENT PART TIME FYPLOYEES PROYOTED

AVANCEMENTS : SALAQIES PERMANENTS A TEMPS PARTIEL

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

1989

PERIODE DE RAPOSRT:

REPORTING PERIOD:

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PARTIE

FORMULAIRE FORM

PART

INDUSTRIES DU TRANSPORT AERIEN ARANCHE D'ACTIVITE;

AIR CANADA

NOM DE L'FNTREPRISE;

ENDROIT:

NAME OF BUSINESS:

PERSONS WITH DISABILITIES MEMB, OF VIS, WINDRITIES PERSONNES HANDICAPES MEMB, DES WINDRITES VIS, IOTAL M-H M-H CM-F COL. 7 COL. ONTARIO N-F COL.6 X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL
M-H
COL. COL. COL. TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA) NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CADRES INTERMEN. ET AUTRES CADRES UPPER-LEVEL MANAGERS CADRES SUPERIEURS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS FOREMEN/WOMEN CONTREMAITRES SUPERVISORS SURVEILL ANTS

CLERICAL WORKERS EMPLOYES DE RUREAU

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS OUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DF SALARIES PROMUS OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

HR8502P2

AIR CANADA

PERMANENT FILL. TIME EMPLOYEES TERMINATED CESSATIONS OF FONCTIONS : SALARIES PERMANENTS A TEMPS PLEIN

PART A

FORMULAIRE

FORM

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MEMB. OF VIS. MINORITIES VIS. TOTAL MEMB. OCC.11 COL.12 COL.11 COL.12 1989 PERIODE DE RAPPORT: REPORTING PERIOD: 7 56 PERSONS WITH DISABILITIES
PERSONNES HANDICAPEES
TOTAL W-H W-F
COL.7 COL.8 COL.9 •3 INDUSTRIES DU TRANSPORT AERTEN ONTARIO 2 AIR TRANSPORT INDUSTRIES W-F COL.6 X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H
COL.4 COL.5 COL. RYANCHE D'ACTIVITE: INDUSTRIAL SECTOR: TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 12 45 101 20 8 12 16 ç 17 50 20 23 NATIONAL (CANADA) NATIONAL (CANADA) 254 22 9 3.1 12 16 18 62 3.7 59 76 9 2 355 MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES SKILLED CPAFTS AND TRAD, WORKERS TRAVAILLEUPS OUAL, ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEUPS MAYUELS SPECIALISES SERVICE WORKERS EMPLOYES DU SFCTEUR DES SERVICES SALES WORKFRS EMPLOYES DIJ SFCTEUR DE LA VENTE TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL OF CESS. DE FONCT. NOM DE L'FUTRFPRISE; OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS SEMI-PROF. AND TECHNICIANS SEMI-PROF. FT TECHNICIENS UPPER-LEVEL MANAGERS CADRES SUPERIFURS CLERICAL WORKEPS EMPLOYES DE RUPEAU NAME OF BUSINESS: PROFESSIONALS PROFESSIONNELS FOREMEN/ WOMEN CONTREMAITRES SUPERVISORS SURVEILL ANTS ENDROIT:

HRB502P2				AIR CANADA						
	CESS	PERMANEN	PERMANENT PAPT-TIME CESSATIONS DE FONCTIONS	PERMANENT PAPT-TIME EMPLOYEES TERMINATED ATIONS DE FONCTIONS : SALARIES PERMANENTS	RYINATED	A TEMPS PARTIEL	0.1	FORMULAIRE	PART B PARTIE B	
NAME OF BUSINESS: NOW DE L'ENTREPRISE;		INDUSTRI	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:		AIR TRANSPORT INDUSTRIES INDJSTRIES DU TRANSPORT	AIR TRANSPORT INDUSTRIES INDJSTRIES DU TRANSPORT AERIEN	oc o⊾	REPORTING PERIOD:	••	1989
ENDROIT:	NATIONAL (CANADA)	CANADA)		××	X PROVINCE X PROVINCE	ONTAR TO				
	TOTAL COL.1	LES SALARIES M-H W COL.2 CO	ARIES W-F COL.3	ABORIGINAL PEOPLES TOTAL M-H COL. 5 COL.		PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL MANDICAPEES COL 7 COL 8 COL 10		MEMB. OF V TOTAL	MINORIT	VIS.
UPPER-LEVFL MANAGERS CADRES SUPERIFURS									נחריוו נו	71.701
MIODLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES	s									
PROFESSIONALS PROFESSIONNELS										
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TFCHNICIENS										
SUPERVISORS										
FOREMEN/WOMEN CONTREMAITRES										
CLERICAL WORKERS EMPLOYES DE BURFAU										
SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE	32	\$	7.7	-	-			~	-	2
SERVICE WORKERS EMPLOYES DU SFCTEUR DES SERVICES	10									
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEIDES OUAL. ET ARTISANS	10									
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	37	12						\$	5	
OTHER MANUAL HOPKERS AUTRES TRAVAILLEURS MANUELS										
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCE.	69	67	7.7	-	-			٥٢	5	~

HRBSO2P2 OCCUPAT	NAME OF BUSINESS: AIR CANADA BRANCHE NOM DE L'ENTREPRISE:	LOCATION: MATIONAL (CANADA) ENDROIT: MATIONAL (CANADA)	TOP AND BOILOM COCCUPATIONAL GROUPS OF SALETY RANGE A MANGE A	UPPER-LEVEL MANAGERS \$70000 - + 3 CABRES SUPERIEURS \$65000 - \$69999 2 \$70000 - + 6	MIDDLE OR OTHER MANGERS CADRES INTERMEDIAIRES ET \$30000 - \$34999 1 AUTRES CADRES CADRES		SEMI-PROFESSIONALS AND \$70000 - + , 4 SEMI-PROFESSIONNELS ET \$225500 - \$24999 1	\$50000 - \$54999 4 \$UPERVISORS \$URVEILLANTS \$35000 - \$39999 1	# # # # # # # # # # # # # # # # # # #
AIR CANADA OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES	INDUSTRIAL SECTOR: AIR		TOUS LES SALA TOTAL M-H		635	1222	69996 4001 4001	9 9 51 71 133 22	18 19 64 20 38 38 20
AIR CANADA * PERMANENT FULL- FS * SALARIES PERM	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT	X PROVINCE PROVINCE	٠ -		10	~	- 6	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	0€ 0€
AIR CANADA OCCUPATIONAL GROUPS : PERNANENT FULL-TIME EMPLOYEES CATEGODISC PARFECTIONNELLES : SALARIES PERNANENTS A TEMPS PLEIN	AIR TRANSFORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEM	- MANITOBA	TOCHTONES PERS. W. DIS FOCHTONES PERS. WANDES M-H W-F TOTAL M- COL. 6 COL. 7 COL. 8 COL			,	~~		-
FORM PART A FORMULAIRE 2 PARTIE A FORMULAIRE 2	REPORTING PERIOD: 198. PERIODE DE RAPPORT:	DESIGNATED CMA RMR DESIGNEE	ABORIGINAL PEOPLES PERS. W. DISABILITIES NEMB. VIS. MINORITIE AUTOCHTONES OTAL N-H W-F TOTAL M-H W-F TOTAL M-H OL.S COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.1			2 2			

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* | REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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NAME OF BUSINESS: AIR CA NOM DE L'ENTREPRISE; LOCATION: MATI	CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE; INDUSTRIES DU TRANSPORT AERIEN ATIONAL (CANADA) RPROVINCE - MANITOBA ATIONAL (CANADA)	S PRESTRI	OCCUPATIONAL GROUPS ORIES PROFESSIONNELL INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE;	OUPS:	PERMAN * SALA AIR TRA INDUSTR	PERMANENT FULL-TIME EMPLOYEES SALARIES PERMANENTS A TEMPS AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN RROVINCE - MANITOBA PROVINCE - MANITOBA	E-TIME INDUSTR IRANSPO	EMPLOYEE S A TEMP IES IES RT AERIE MANITOBA	FES FOSPLEIN IA A	2	FORMU FORMU PER PER PER PER PER PER PER PER PER PER	FORMULAIRE PARTIE REPORTING PERIOD: PERIODE DE RAPPOR DESIGNATED CHA	RMULAIRE PARTIE A REFORTING PERIOD: PERIODE DE RAPPORT: SIGNATED CHA	P. 2
OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELLES	TOP AND BOTTOM OF SALARY RANGE MAX. ET MIN ES DE L'ECHELLE DE REMUNERATION	٠. ٠	TOUS L	ALL EMPLOYEES TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.	RIES N-F COL.4	ABORIC TOTAL COL. S	INAL POCHTON	EOPLES ES W-F COL.7	ABORIGINAL PEOPLES PERS. W. DISABILITIES AUTOCHTONES PERS. HANDICAPES OTAL M-H W-F TOTAL M-H W-F OL.S COL.6 COL.7 COL.8 COL.9 COL.10	ANDICAP M-H		TOTAL	TOTAL M-H W-F	SIBLES W-F
CLERICAL WORKERS EMPLOYES DE BUREAU	\$40000 - \$44999 \$10000 - \$12499	NEMICIE	125.03 1.00.1	1201	104300	- 9	-	•			-4	72-		173
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	\$40000 - \$22499	4mm	116	25.44	D-010				-		-	. ~ ~		·
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	\$40000 - \$44999 \$17500 - \$19999	4m0-	NO++	mom-	1 870	-		-	-		-	4		-
SKILLED CRAFTS AND TRAVAILLEURS GUALIFIES TRAVAILLEURS GUALIFIES	\$45000 - \$49999	4MM-	305	303	N+-	4	*		~			W 2 2	Mem	-
SEMI-SKILLED MANUAL WORKERS Travailleurs Manuels Specialises	\$35000 - \$39999 \$15000 - \$17499	4MM-	136	134 1134	~ ~~				~	2		-	-	
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	\$27500 - \$29999 \$15000 - \$17499	~~~=	28	28					-	-				
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	2,074 1,220 854 14 7 7 2 15 7 64 31 * I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DII QUART IF PLINS ELEVE	E LOW	2,074 EST SAL	1,220 ARY QUA	854 RTER: 4	14 REFERS INS ELE	7 10 THE	7 HIGHES EPRESEN	22 T SALAR	15 Y QUART SALAIRE	7 FR S DIII DIII	64	31	ž.
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	OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	PERMANENT PART-TIME EMPLOYEES SALARIES PERMANENTS A TEMPS PARTIEL	FORMULAIRE PARTIE B P.1
NAME OF BUSINESS: NOM DE L'ENTREPRISE:	INDUSTRIAL SECTOR: AIR TRANS RRANCHE D'ACTIVITE: INDUSTRIE	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	REPORTING PERIOD: 1989 PERIODE DE RAPPORT:
LOCATION: NATIONAL (CANADA) ENDROIT: NATIONAL (CANADA)	×	PROVINCE - MANITOBA PROVINCE - MANITOBA	DESIGNATED CMA RMR DESIGNEE
TOP A OCCUPATIONAL GROUPS OF SY MAXA CATEGORIES PROFESSIONNELLES DE I	TOP AND BOTTOM OF SALARY RANGE * TOUS LES SALARIES MAX. ET MIN. S DEL'ECHELLE Q. TOTAL M-H W-F DE REMUERATION COL.2 COL.3 COL.4	ALL EMPLOYEES ABORIGINAL PEOPLES PERS. W. DISABILITIES MEMB. VIS. MINORITIES TOUS LES SALARIES AUTOCHTONES PERS. MANDICAPEES MEMB. MINOR. VISIBLES TOTAL M-H W-F TOTAL M-H M-F TOTAL M-H M-H M-F TOTAL M-H M-F TOTAL M-H M-F TOTAL M-H M-H M-F TOTAL M-H M-H M-F TOTAL M-H M	LITIES MEMB. VIS. MINORITIES W-F TOTAL M-H COL.10 COL.11 COL.12 COL.1
UPPER-LEVEL MANAGERS CADRES SUPERIEURS			
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	sun-		
PROFESSIONALS PROFESSIONNELS	ymv.e-		
SEMI-PROFESSIONALS AND TECHNICLANS SEMI-PROFESSIONNELS ET	4m0= -	•	
SURVETLLANTS	ないいゃ	H H	
FOREMEN/WOMEN CONTREMAITRES	4×10=		

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER OU QUART LE PLUS ELEVE: 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE: 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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TIE 8 P.2					INORITIES	VISIBLES	3	12 COL.13			~
FORMULAIRE PART	REPORTING PERIC	PERIODE DE RAPE	DESIGNATED CMA	RMR DESIGNEE	LITIES MEMB. VIS.	TES MEMB. MINOK.	W-F TOTAL M-H	COL.10 COL.11 COL.			~
PARTIEL					IS.W. DISAB	S. HANDICAP	TAL M-H	1.8 COL.9			
TS A TEMPS	RIES	ORT AERIEN	MANITOBA	MANITOBA	PEOPLES PER	7 1 2	W-F TO	COL.7 CO			-
ES PERMANEN	PORT INDUST	S DU TRANSP	ROVINCE -	ROVINCE -	ABORIGINAL	0.000	OTAL M-H	01.5 col.6			-
S : SALARI	AIR TRANS	INDUSTRIE	а. ;	×			W-F	COL.4 C		25.	-0
ONNELLES	ron:	/ITE:			EMPLOY	ברי פער	H-H	COL.3			· (~)
ROFESSI	IAL SEC	D'ACTI			ALI	500	TOTAL	COL.2		16	136
ES P	USTR	NCHE			•	r			4×2+	3×	~-
CATEGORI	40404		ATIONAL (CANADA)	ATIONAL (CANADA)	TOP AND BOTTOM	MAX. FT MIN.	LLES DE L'ECHELLE	COL. 1		\$15000 - \$17499	66668 - 00528
	NAME OF BUSINESS: AIR	NOM DE L'ENTREPRISE:	LOCATION: N	ENDROIT: N	SQUOQUE TANKET TAGILLOS	מרכים או דיייים מיייים	CATEGORIES PROFESSIONNE		CLERICAL WORKERS EMPLOYES DE BUREAU	S de MODERNA	EMPLOYES DU SECTEUR
	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL FORMULAIRE PARTIE B P.2	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL FORMULAIRE PARTIE B INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES REPORTING PERIOD:	CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL FORMULAIRE PARTIE B INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN PERIODE DE RAPPORT:	CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL FORMULAIRE PARTIE B INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN PERIODE DE RAPPORT: PROVINCE - MANITOBA DESIGNATED CMA	AIR CANADA AIR CANADA AIR CANADA AIR CANADA AIR CANADA AIR CANADA AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN PERIODE DE RAPPORT: PROVINCE - MANITOBA PESIGNATED CMA PROVINCE - MANITOBA RMR DESIGNEE	AIR CANADA AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN REPORTING PERIOD: REPORT PERIOD: REPORTING PERIOD: REPORTING PERIOD: REPORTING PERIOD	AIR CANADA AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN NATIONAL (CANADA) NATIONAL (CANADA) NATIONAL (CANADA) TOP AND BOTTOM TOP AND B	AIR CANADA AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT INDUSTRIES NATIONAL (CANADA) NATIONAL (CANADA) NATIONAL (CANADA) PERIODE DE RAPPORT: 1 PROVINCE - MANITOBA PROVINCE - MANITO	AIR CANADA AIR CANADA AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN PERIODE DE RAPPORT: PROVINCE - MANITOBA PROVINCE - MA	AIR CANADA AIR CANADA AIR CANADA AIR CANADA AIR CANADA AIR CANADA ANTIONAL (CANADA) NATIONAL (CANADA) NATIONAL (CANADA) NATIONAL (CANADA) NATIONAL (CANADA) NATIONAL (CANADA) NATIONAL (CANADA) NATIONAL CENADA NATIONAL CANADA NATIONAL MANADA NATIONAL CANADA NATIO	AIR CANADA AIR CANADA AIR CANADA BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT INDUSTRIES NATIONAL (CANADA) NATIONAL MAN DESIGNE NATION

REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE 2 0 % 30 7.0 NOMBRE TOTAL DES SALARIES

22

6666\$

\$7500

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS

SERVICE WORKERS
EMPLOYES DU SECTEUR
DES SERVICES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

\$10000 - \$12499

2

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES

PART A

FORMULAIRE FORM PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PLEIN

INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:

NOW DE L'ENTREPRISE:

NAME OF BUSINESS:

S VIS. ~ ~ 15 1 2 3 PARTIE PERIODE DE RAPPORT: REPORTING PERIOD: MANITOBA MANITOBA INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES

33

\$10,000 - \$14,999 \$10,000 - \$14,999 \$15,000 - \$17,499 \$20,000 - \$12,499 \$22,500 - \$22,499 \$25,500 - \$24,999 \$27,500 - \$24,999 \$27,500 - \$24,999 \$35,000 - \$34,999 \$35,000 - \$34,999	TOTAL COL.1 COL.1 53 63 50 41 173 217 83 298 288	TOUS LEMPLOYEE TOUR LEMPLOYEE COL.1 COL.2 S3 7 63 13 50 5 41 13 173 25 217 28 83 46 495 264 288 234 322 305 94 86	ALL EMPLOYEES US LES SALARIES COL.2 COL.3 7 46 7 46 7 46 5 45 7 46 7 46 7 46 7 28 7 28 7 28 7 28 7 28 7 89 8 88	ABOR. COL. 4 AL AL AL AL AL AL AL AL AL AL AL AL AL	A A A TO CHTONES A A A COL. S	~ ~ ~	2 5 5 3 3 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6	PERSONNE HITH DISABILITIES TOTAL TO	CAL CALL CALL CALL CALL CALL CALL CALL	MEMBERS O COL 10 COL 10 16 16 17 17 17	OF VIS. WINORITES OFES MINORITES COL. 11 COM 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
\$70,030 - +	195	194	-	-	•		2	~		-	-
NUMBER OF FMPLOYEES	2,074	1,220	R54	14	~	7	22	15	7	79	31

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NAME OF BUSINESS:

LOCATION: ENDROIT:

AIR CANADA

PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

1989 œ PERIODE DE RAPPORTS PARTIE PART B REPORTING PERIOD: FORMULAIRE FORM AIR TRANSPORT INDUSTRIES PRANCHE D'ACTIVITE; INDUSTRIAL SECTOR: NOM DE L'ENTRFPRISE:

PERSONS WITH DISABILITIES MEMBERS OF VIS. WINDRITIES PERSONNES HANDICAPES MEMBERS DES MINDRITES VIS. TOTAL TO TALL COL. 2 COL. 7 COL. 8 COL. 9 COL. 10 COL. 11 COL. 12 INDUSTRIES DU TRANSPORT AERIEN MANI TOBA MANI TOBA X PROVINCE X PROVINCE 60L.6 ABORIGINAL PEOPLES
AUTOCHTONES
TAL M-H W-F TOTAL COL.4 TOTAL EMPLOYEES
TOTAL M-H
COL.1 COL.3 COL.3 NATIONAL(CANADA)

> ECHELLES DE REMUNERATION SALARY RANGES

36 16 \$10,000 - \$12,499 87,530 - 89,999

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16 \$12,507 - \$14,999 \$15,001 - \$17,499

33

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20

NUMBER OF FMPLOYEES NOMBRE DE SALARIES

HRB502P2

AIR CANADA

PERMANENT FULL-TIME EMPLOYEES HIRED RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN

FORM 4 PART A PORMULAIRE 4

1989 8 PARTIE PART B REPORTING PERIOD: FORMULAIRE FORM

IEL

AIR TRANSPORT INDUSTRIES

INDUSTRIAL SECTOR:

NOM DE L'FNTREPRISE;

LOCATION: ENDROIT:

NAME OF BUSINESS:

PERIODE DE RAPPORT:

INDUSTRIES DU TRANSPORT AERIEN X PROVINCE X PROVINCE RRANCHE D'ACTIVITE; ALL EMPLOYEES TOUS LES SALARIES TOTAL M-H-F COL.1 COL.2 COL.3 NATIONAL (CANADA)

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMB, OF VIS, WINDRITIES AUTOCHTONES TOTAL WHEN WHEN TOTAL WHEN WHEN TOTAL WHEN WHEN WHEN TOTAL WHEN WHEN TOTAL WHEN TOT

MANI TOBA MANI TOBA

MIDDLE OR OTHER MANAGERS CADRES. INTERMED. ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

UPPER-LEVEL MANAGERS CADRES SUPERTEURS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

FOR EMEN/WOMEN CONTRE MAITRES

CLERICAL WORKERS EMPLOYES DE BUREAU

10

13

SERVICE WORKERS EMPLOYES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS

63 TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL OF RECRUTEMENTS

38

35

36

1

HRB502P2				AIR CANADA				
	PERMANE! AVANCEMENTS	F "	ULL TIME	PERMANENT FULL TIME EMPLOYEES PROMOTED CEMENTS : SALARIES PERMANENTS A TEMPS PLEIN	0 1	FORMULAIRE	S PARTIE A	
NAME OF BUSTNESS: AIR CANADA NOW DE L'ENTREPRISE:	IND	INDUSTRIAL BRANCHE D'A	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	ec er	REPORTING F Periode de	RAPPORT:	1989
ENDROIT:	NATIONAL(CANADA)	13.1 13.1 14.1	S	mm e	10		VIS. MINOR	TIES
	TOUS LES SALARI TOTAL M-H COL.1 COL.2	S SALARI M-H COL.2	W-F	TOTAL MINOS WITH WITH TOTAL COL. 8 COL. 9 CO		TOTAL COL. 13	M-H W-F COL. 12	1-F
UPPER-LEVEL MANAGERS CAORES SUPERTEUPS								
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	4	m	-			,		
PROFESSIONALS PROFESSIONNELS	m	-	~			-	-	
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	9	4	~			•		•
SUPERVISORS SURVEILLANTS	s	٣	~			-		-
FOREMEN/WOMEN CONTREMAITRES	Ξ	•	~	*	•	~	-	
CLERICAL WORKEPS EMPLOYES DE BURFAU	64		25	-	-	r		,
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	~	-	-					
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES								
SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEINS QUAL. ET ARTISANS	v	~						
SEWI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES								
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS				٠	-	~	^	4
TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DF SALARIES PROMUS	8 5	U٤	55			,	, ,	
TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS	80 80	30	5.8	_	-	٥	~	,

PERMANENT PART TIME EMPLOYEES PROMOTED

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

INDUSTRIES DU TRANSPORT AERIEN RRANCHE D'ACTIVITE; AIR CANADA

NOY DE L'ENTREPRISE;

LOCATION: ENDROIT:

NAME OF BUSINESS:

MANITOBA MANITOBA X PROVINCE X PROVINCE ALL EMPLOYEES TOUS LES SALARIES TOTAL M-M-F COL.1 COL.2 COL.3 NATIONAL CCANADA)

UPPER-LEVEL MANAGERS CADRES SUPERIEUPS

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

FOREMEN/WOMEN CONTREMAITRES

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE CLERICAL WORKERS EMPLOYES DE BUREAU

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL.6

PERSONS WITH DISABILITIES MEMB. OF VIS. MINORITIES
PERSONNES HAMDICAPEES MEMB. DES MINORITIES VIS.
TOTAL M-F
COL.7 COL.8 COL.9 COL.11 COL.12

PARTIE

PERIODE DE RAPPORT: REPORTING PERIOD:

8

PART

FORMULAIRE

HRB502P2				AIR CANADA						
	PE	RMANENT	PERMANENT FULL-TIME	EMPLOYEES TERMINATED	ED		F	FORM	PART A	
	CESSAT	TONS DE	CESSATIONS DE FONCTIONS	: SALARIES PERMANENTS		A TEMPS PLEIN	<u>u</u>	FORMULAIRE	PARTIE A	
NAME OF BUSIVESS: AIR CANADA NOM DE L'ENTREPRISE:	N 1 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	INDUSTRIAL SECTOR BRANCHF D'ACTIVIT	INDUSTRIAL SECTOR: BRANCHF D'ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES OU TRANSPORT AERIEN	DUSTRI	ES T AERTEN		REPORTING PERIOD: PERIODE DE RAPPOR	PERIOD: 1989 E RAPPORT:	
LOCATION: ENDROIT:	NATIONAL (CANADA)	NADA)		X PROVINCE X PROVINCE		MANITOBA MANITOBA				
	TOUS LES SALARIES TOTAL M-H W-F COL.1 COL.2 COL.	EMPLOYEE ES SALAR M-H COL.2	S IIES W-F COL.3	ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H W- COL. 4 COL. 5 COL.		PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL M-H W-F COL.7 COL.8 COL.9	APEES W-F	MEMB. DE TOTAL COL.13	VIS. MINORITIES VIS MINORITES VIS MA-H W-F COL.11	s • N
UPPER-LEVEL MANAGERS CADRES SUPERTEURS										
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	=	6	~							
PROFESSIONALS PROFESSIONNELS	2	2								
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	-	-								
SUPERVISORS	7	%	-							
FOREMEN/MOMEN CONTREMAITRES	60	e 0					•	•	•	
CLERICAL WORKERS EMPLOYES DE BUREAU	54	9	. 8:	-	-	-	-	-	-	
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	S	m	2							
SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES	4		4			•				
SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS	15	15								
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	5	4	-							
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	2	2				•	۰	•	٠	
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DF CESS. DE FONCT.	84	95	28	-	-	- >	-	-	-	

	CESSATIONS DE	PERMANENT PART-TIME EMPLOYEES TERMINATED ATIONS DE FONCTIONS : SALARIES PERMANENT	IME EMP	EMPLOYEES TERMINATED: SALARIES PERMANENTS	S	A TEMPS PARTIEL	RTIEL	FORMULAIRE	PART B PARTIE B	
NAME OF BUSINESS: NOM DE L'ENTREPRISE:	INDU	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	T INDUST	RIES ORT AERIEN		REPORTING PERIOD PERIODE DE RAPPO		1989
LOCATION: ENDROIT:	NATIONAL(CANADA) NATIONAL(CANADA)	DA)		××	PROVINCE	MANI TOBA MANI TOBA				
	TOUS LES TOTAL COL.1	TOUS LES SALARIES TOTAL M-H W-F COL.1 COL.2 COL.3	23	ABORIGINAL PEOPLES AUTOCHTONES TAL M-H L.4 COL.5 COL.	0	PERSONS WI PERSONN TOTAL COL. 7	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL MACH COL. 7 COL. 7 COL. 9		MEMB. DES MINORITIES MEMB. DES MINORITES VIS. COL.12 COL.12	I S .
UPPER-LEVEL MANAGERS CADRES SUPERIEURS										
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES										
PROFESSIONALS PROFESSIONNELS										
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS										
SUPERVISORS										
FOREMEN/WOYEN CONTREMAITRES										
CLERICAL WORKERS EMPLOYES DE BUREAU										
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	~	-								
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES										
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS										
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	13	13								
OTHER MANUAL WOPKERS AUTRES TRAVAILLEURS MANUELS										
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	15	14 1								

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	FORM PART A P.1 FORMULAIRE PARTIE A	REPORTING PERIOD: 1989 PERIODE DE RAPPORT:	DESIGNATED CMA RMR DESIGNEE	TIES MEMB. VIS. MINORITIES MEMB. MINOR. VISIBLES W-F TOTAL M-M W-F OL-10 COL-11 COL-13					
		AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEM	PROVINCE - SASKATCHEMAN PROVINCE - SASKATCHEMAN	ABORIGINAL PEOPLES PERS. WANDICAPEES HEMB. VIS. MINORITIES TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H COL.5 COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.13					
AIR CANADA	OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN	INDUSTRIAL SECTOR: AIR TRAN BRANCHE D'ACTIVITE: INDUSTRI	×	ALL EMPLOYEES A TOUS LES SALARIES Q. TOTAL M-H W-F COL.2 COL.3 COL.4	400mm 400mm 1	amow .	amor a	· money	40 40 60
	OCC	AIR CANADA	NATIONAL (CANADA) NATIONAL (CANADA)	TOP AND BOITOM OF SALARY RANGE OF SALARY RANGE MAXET MIN MAXET MIN OF ESSIONNELLES DE RENNERATION COL.	UPPER-LEVEL MANAGERS \$65000 - \$69999 \$55000 - \$59999 \$55000 - \$59999 BES INTERMEDIATES ET \$40000 - \$44999	ROFESSIONNELS ROFESSIONNELS	SSIONNELS ET	SURVEILLANTS	FOREMENTURES \$35000 - \$39999
HRB502P2		NAME OF BUSINESS: NOM DE L'ENTREPRISE	LOCATION: ENDROIT:	OCCUPATIONAL GROUPS CATEGORIES PROFESSIONN	M PPER-LEVENDE CADRES INTE	PROFES	SEMI-PROFESSIONALS TECHNICIANS SEMI-PROFESSIONNELS TECHNICIENS	SUPER	FOREME

* | REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER DU QUART LE PLUS ELEVE | REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE? 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

P.2

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LES F F

HRBSO2P2 NAME OF BUSINESS: LOCATION: ENDROIT: CATEGORIES PROFESSIONNELLES DE CLERICAL WORKERS EMPLOYES DE GUREAU SALES WORKERS EMPLOYES DE GUREAU SALES WORKERS EMPLOYES DORKERS SELLED CRAFTE AND SKILLED CRAFTES ON SALES TRAVILED CRAFTES ON SALES SKILLED CRAFTES ON SALES TRAVILED CRAFTES SALES TRAVILEDS ON SALES TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILEDS SORKERS TRAVILLE	A C C C C C C C C C C C C C C C C C C C	0 0 4 0	ORLES PROFESSIONNELL INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE: BOOM COL.2 COL. 499 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	ALL EMPLOYEES SECTOR: PERM SECTOR: AIR T ACTIVITE: INDUS TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.3 2 2 2 4 4 4 4 4 4 1 1 1 1 1	AIR CANADA PERMANENT FULL-TIME EMPLOYEES ES 1 SALARIES PERMANENTS A TEMPS AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN PROVINCE - SASKATCHE ALARIES ABORIGINAL PEOPLES PE W-F TOTAL M-H W-F T 3 COL.4 COL.5 COL.6 COL.7 C 4 6 2 6 2 6 2 6 2 7 3 COL.4 COL.5 COL.6 COL.7 C	PERMANENT FULL-TIME EMPLOYEES I SALARIES PERMANENTS A TEMPS IR TRANSPORT INDUSTRIES NDUSTRIES DU TRANSPORT AERIEN X PROVINCE - SASKATCHE ES ABORIGINAL PEOPLES PE W-F TOTAL M-H W-F T COL.4 COL.5 COL.6 COL.7 C 26	ES PERMANENTS A TEMPS PLEIN FORM FORM FORM FORT INDUSTRIES SOUTHANSPORT AERIEN PESSIGNEC - SASKATCHEMAN RMR DANIOCHTONE - SASKATCHEMAN RMR DANIOCHTONES PERS. MANDICAPEES AUTOCHTONES PERS. MANDICAPEES OTAL M-H W-F TOTAL M-H W-F OL.5 COL.6 COL.7 COL.8 COL.9 COL.10	EMPLOYEES S A TEMPS PL 1ES RT AERIEN SASKATCHEUAN SASKATCHEUAN COL.7 COL.	EN ES FELVAN TOTAL HELLAN TOTAL HA	A A A A A A A A A A A A A A A A A A A	FORM REF PER R R B L L L L L L L L L L L L L L L L	FORM LAIRE 2 P FORMULAIRE 2 P REPORTING PE PERIODE DE R R R B SIGNE CMA EN TOTAL 11 COL.11 CO	FORMULAIRE 2 PARTIE A PRORMULAIRE PARTIE A PRORMULAIRE PERIODE DE RAPPORT: 19 DESIGNATED CMA RMR DESIGNEE TOTAL M-H W-F COL.10 COL.11 COL.12 COL.1	0
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS TSPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	\$ \$35000 - \$32499	4mn- 4mn-	70~®	20 m					-	-				
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	E S SA	179 EST SAL	146 ARY QUA	33 ARTER?	REFER EL D	70 TH	E HIGHE	ST SALAN	3 Y QUART	S bu a	1 JART LE	1 PLUS EL	EVE

	FORM
4	PERMANENT PART-TIME EMPLOYEES
AIR CANADA	PERMANE
	L GROUPS :
	OCCUPATIONAL

CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

1989

PERIODE DE RAPPORT:

REPORTING PERIOD:

P.1

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PARTIE PART B

FORMULAIRE

INDUSTRIES DU TRANSPORT AERIEN BRANCHE D'ACTIVITE: AIR CANADA

ABORIGINAL PEOPLES PERS, W. DISABILITIES MEMB, VIS. MINORITIES AUTOCHTONES PERS, HANDICAPEES MEMB, MINOR, VISIBLES W-F TOTAL M-H W-F DESIGNATED CMA RMR DESIGNEE H-E W-F TOTAL SASKATCHEWAN SASKATCHEWAN TOTAL M-H 1 PROVINCE -PROVINCE W-F TOUS LES SALARIES TOTAL M-H ď OCCUPATIONAL GROUPS

OF SALARY RANGE
OF SALARY RANGE
ANX. ET MIN.
CATEGORIES PROFESSIONNELLES DE L'ECHELLE
DE REMUNERATION NATIONAL (CANADA) NATIONAL (CANADA) NOM DE L'ENTREPRISE: LOCATION: ENDROIT:

COL.9 COL.10 COL.11 COL.12 COL.13

col.6 col.7 col.8

COL. 5

COL . 4

COL.3

C01.2

UPPER-LEVEL MANAGERS CADRES SUPERIEURS

MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS

SUPERVISORS

CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

NAME OF BUSINESS:

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P.2	1989	
FORMULAIRE PARTIE B	REPORTING PERIOD: PERIODE DE RAPPORT:	DESIGNATED CMA RMR DESIGNEE
OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES ARANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	PROVINCE - SASKATCHEWAN PROVINCE - SASKATCHEWAN
OCCU CATEGORIE	INDU	(CANADA)
	. AIR CANADA	NATIONAL (CANADA) NATIONAL (CANADA)
	NAME OF BUSINESS: NOM DE L'ENTRFPRISE:	LOCATION: ENDROIT:

SITIE	W-F	COL.1	
S. MING	H-E	COL.12	
EMB. VI	TOTAL	COL.11	
ITIES M	N-F	COL.10	
DISABIL	I - E	6.100	
ERS. W.	TOTAL	C 0L . 8	
OPLES P	N-F	COL.7	
INAL PE	H	9.100	
ABORIG	TOTAL	COL.5	
ESRIES	W-F	COL.2 COL.3 COL.4 COL.5 COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.1	
EMPLOYE ES SALA	H - H	COL.3	
TOUSL	TOTAL	COL.2	
*			3m
OCCUPATIONAL GROUPS OF SALARY AND BOTTOM ALL EMPLOYEES ABORIGINAL PEOPLES PERS. W. DISABILITIES MEMB. VIS. MINORITIE	ATEGORIES PROFESSIONNELLES DE L'ECHELLE	COL.	CLERICAL WORKERS

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	5	4			~	
					9	
	5	4			ec	
	4m	~-	4m0+	2m0-	4mn=	4m0=
	\$17499	6666\$			66663	
	\$15000 - \$17499	66668 - 00528			66668 - 00528	
CLERICAL WORKERS EMPLOYES DE BUREAU		EMPLOYES DU SECTEUR DE LA VENTE	SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALATRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALATRES DU QUART LE PLUS ELEVE --

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NOMBRE TOTAL DES SALARIES

SALARY SUMMARY : PERMANENT FULL-TIME EMPLOYEES

FORM PART A 3 PARTIE A FORMULAIRE PARTIE A

PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PLEIN

NAME OF BUSINESS: AIR NOM DE L'ENTREPRISE:	AIR CANADA	 	INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE:	SECTOR: CTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	INDUSTRIES FRANSPORT A	ERIEN		PER 10DE	PERIODE DE RAPPORT:	1989
LOCATION: ENDROIT:	ZZ	NATIONAL (CANADA)	NADA)		X X PRO	PROVINCE SAS	SASKATCHEWAN				
SALARY RAMGES ECHFLLES DE REMUNERATION	TOTAL COL.1	TOUS LES SALARIES TOTAL M-H W-COL.1 COL.2	ES RIES W-F COL.3	ABOR TOTAL COL.4	ABORIGINAL PEOPLES AUTOCHTONES AL M-H W-F.		PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL COL.7 COL.9 COL.9	PEES W-F COL.9	MEMBERS OF TOTAL COL. 10	MEMBERS OF VIS MINORITIES VIS COL.10 COL.11 COL.12	S VIS.
\$20,000 - \$22,499	-	-									
\$22,530 - \$24,999	7	7									
\$25,939 - \$27,499	7	~	7								
\$27,500 - \$29,999	9	4	2								
\$30,000 - \$34,999	110	83	27			-	-				
\$35,030 - \$39,999	32	32				-	- -		<u>-</u> -	-	
840,730 - \$49,999	12	12									
850,039 - 869,998	7	4				-	-				

33

146

179

NUMBER OF EMPLOYEES NOMBRE DE SALARIES

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

FORM PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL

1989 3 PARTIE F PERIODE DE RAPPORT: PART B REPORTING PERIOD: FORMULAIRE

> INDUSTRIES OU TRANSPORT AERIEN PRANCHE D'ACTIVITE:

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR:

PERSONS WITH DISABILITIES MEMBERS OF VIS. WINORITIES FOR MEMBERS DES MINORITES VIS. TOTAL M-F TOTAL M-F TOTAL OL-12 COL. 17 COL. 12 X PROVINCE SASKATCHEMAN X PROVINCE SASKATCHEMAN

ABORIGINAL PEOPLES
TOTAL AUTOCHTONES
COL. COL. S COL.

TOTAL EMPLOYEES
TOTAL M-H
COL.1 COL.2 COL.3

SALARY RANGES ECHELLES DE REMUNERATION

ENDROIT:

NATIONAL (CANADA) NATIONAL (CANADA)

NOM DE L'ENTREPRISE:

NAME OF BUSINESS:

W-F COL.6

9

\$7,530 - \$9,999 \$10,00 - \$12,499

\$15,000 - \$17,499

9

17

NUMBER OF EMPLOYEES NOMBRE DE SALARIES

PERMANENT FULL-TIME EMPLOYEES HIRED

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN

AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

EN PERIODE DE RAPPORT: 1989

REPORTING PERIOD:

PARTIE

FORM

4

PRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN
NATIONAL(CANADA)

X PROVINCE SASKATCHEMAN
NATIONAL(CANADA)

ALL FMPLOYFES
ABORIGINAL PEOPLES
PERSONS WITH DISAB

LOCATION: ENDROIT:

ALLEMPLOYEES
ABORIGINAL PEOPLES
TOUS LES SALARIES
TOTAL
M-H
COL.1 COL.3 COL.4 COL.5 COL.6

UPPER-LEVEL MANAGERS
CADRES SUPERIEUPS
CADRES SUPERIEUPS
CADRES INTERMED, ET AUTRES CADRES

CADRES INTERMED, ET AUTRES CADRES PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS

SEMI-PROF. ET TECHNICI SUPERVISORS SURVEILLANTS FOREMEN/VOMEN

CLERICAL WORKERS
EMPLOYES DE BUREAU

SALES WORKERS
EMPLOYES DI SECTEUR DE LA VENTE
EMPLOYES DUS YERSTEUR DES SERVICES

EMPLAYES "DU" SECTEUR DES SERVICES SKILLED CRAFTS AND TRADE WORKERS SKILLEURS QUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTLED MANUAL WORKERS

OTHER MANUAL WORKERS AUTRES TRIVATILEURS MANUELS TOTAL NUMPER OF EMPLOYEES HIRED NOBBOR TOTAL DE RECRUTEMENTS

PERMANENT PART-TIME EMPLOYEES HIRED

PART B

FORM

FORMULAIRE PARTIE B	REPORTING MERIOD: 1989 PERIODE DE RAPPORT:		S MEMB, OF VIS, WINORITIES MEMB, DES MINORITES VIS, TOTAL COL.13 COL.12
RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	X PROVINCE SASKATCHEUAN X PROVINCE SASKATCHEUAN	ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMB, OF VIS, WINORITIES AUGUSTON AUGUSTON OF TOTAL MEMB, DES MINORITIES VIS, TOTAL MEMB, DES MINORITES VIS, TOTAL MEMB, DES MINORITES VIS, COL., C
RECRUITEMENTS : SALARIE	INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE:	NATIONAL (CANADA) NATIONAL (CANADA)	TOUS LES SALARIES TOTAL M-H W-F 1
	NAME OF BUSINESS: AIR CANADA NOM DE L'ENTRFPRISE;	LOCATION: ENDROIT:	

col.8 col.9 col.13 COL.5 COL.6 COL.7 COL. 4

> MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES UPPER-LEVEL MANAGERS CADRES SUPERTEUPS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS PROFESSIONALS PROFESSIONNELS

FOREMEN/WOMEN CONTREMAITRES SUPERVISORS

CLERICAL WORKFRS EMPLOYES DE BUREAU

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS GUAL, ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

13

10

10

13

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PLEIN PERMANENT FULL TIME EMPLOYEES PROMOTED

PERIODE DE RAPPORT: REPORTING MERIOD: INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

1989

PARTIE PART A

FORMULAIRE FORM

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMB, OF VIS, WINORITIES AUTOCHTONES PERSONNES HANDICAPEES MEMB, DES MINORITES VIS, TOTAL NH-F TOTAL M-F TOTAL SASKATCHEWAN X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA) NATIONAL (CANADA)

MIDDLE OR OTHER MANAGERS CABRES INTERMED. ET AUTRES CABRES

UPPER-LEVEL MANAGERS CADRES SUPERTEURS

ENDROIT:

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

CONTREMAITRES

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMP PROMOTED NOMBRE TOTAL DE SALARIES PROMUS

SURVEILLANTS

EMPLOYES DE BUPEAU

SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS GUAL, ET ARTISANS

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

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PERMANENT PART TIME EMPLOYEES PROMOTED

PARTIE FORMULAIRE

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

1989 PERIODE DE RAPPORT: REPORTING PERIOD:

AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: ALR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

SASKATCHEWAN INDUSTRIES DU TRANSPORT AERIEN X PROVINCE X PROVINCE

PERSONS WITH DISABILITIES MEMB. OF VIS. WINDRITIES PERSONNES HANDICAPEES MEMB. DES WINDRITES VIS. F TOTAL M-H N-F TOTAL COL. 7 COL. 7 COL. 9 COL. 10 COL. 11 COL. 12

UPPER-LEVEL MANAGERS CADRES SUPERIEURS

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

PROFESSIONALS PROFESSIONWELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DU SFCTEUR DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

NATIONAL (CANADA)

ENDROIT:

TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3

W-F COL.6 ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL
M-H
COL. COL. S COL.

SUPERVISORS

FOREMEN/WOYEN CONTREMAITRES

CLERICAL WORKERS EMPLOYES DE BUREAU

SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS

PERMANENT FULL-TIME EMPLOYEES TERMINATED

CESSATIONS DE FONCTIONS : SALARIES PERMANENTS A TEMPS PLEIN AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: NOW DE L'ENTREPRISE: NAME OF BUSINESS:

PARTIE A REPORTING PERIOD: FORMULAIRE

> INDUSTRIES DU TRANSPORT AERIEN BRANCHE D'ACTIVITE:

MEMB. OF VIS. WINORITIES WIS. TOTAL W-F W-F COL.12 COL.12

X PROVINCE X PROVINCE TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

PERSONS WITH DISABILITIES
PERSONNES HANDICAPEES
TOTAL M-H
6 COL.7 COL.8 COL.9 SASKATCHEWAN

ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL.6

MIDDLE OR OTHER MANAGERS CADRES INTERMED, ET AUTRES CADRES

UPPER-LEVEL MANAGERS CADRES SUPERTEURS

LOCATION: ENDROIT:

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

CLERICAL WORKERS EMPLOYES DE BURFAU FOREMEN/ WOMEN CONTREMAITRES

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEDAS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMP. TERMINATED NO YBRE TOTAL OF CESS. DE FONCT.

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PERIODE DE RAPPORT:

PART A

FORMULAIRE PARTIE 8

CESSATIONS DE FONCTIONS : SALARIES PERMANENTS A TEMPS PARTIEL

PERMANENT PART-TIME EMPLOYEES TERMINATED

AIR CANADA

PART B

FORM

NAME OF BUSINESS: NOM DE L'FNIREPRISE:	1 88 1 88	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	SECTOR: CTIVITE:	AIR TRANSFORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	TRIES PORT AERIEN		REPORTING PERIOD: PERIODE DE RAPPOR	ERIOD: 1989 RAPPORT:
LUCATION: ENDROIT:	NATIONAL (CANADA)	INADA)		X PROVINCE X PROVINCE	SASKATCHEWAN			
	TOTAL COL.1	TOUS LES SALARIES TOTAL M-H W-F COL.1 COL.2 COL.3		ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H COL.4 COL.5 COL.6	PERSONS WITH DISABILITIES TOTAL M-H W-F COL.7 COL.8	ABILITIES SICAPEES W-F COL.9	MEMB. OF VIS MEMB. DES MI TOTAL M	MEMB. OF VIS. MINORITIES WIS. TOTAL M-H M-H W-F COL. 17 COL. 17
UPPER-LEVEL MANAGERS CADRES SUPERIEURS								
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES								
PROFESSIONALS PROFESSIONNELS								
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS								
SUPERVISORS								
FOREMEN/WOYEN						·		
CLERICAL WORKERS EMPLOYES DE BUREAU								
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	-		-					
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES								
SKILLED CRAFTS AND TRAD WORKERS TRAVAILLEURS GUAL. ET ARTISANS								
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	~	4	-					
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS								
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	9	-4	^					

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NAME OF BUSINESS: LOCATION: ENDROIT: OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELLES CARES INFRREDAIRES ET AUTHORITE NAMAGERS CARRES INFRREDAIRES ET CARRES CARRES SIONALS PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SEMI-PROFESSIONALS SUPPERIORITE S	IR CANADA IR CANADA	A A LIST OR C C C C C C C C C C C C C C C C C C	MAL GROUPESSIONN L SECTOR L ALLE TOTAL COL.2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	AL GROUPS : PERM SECTOR: AIR I ACTIVITE: INDUS; TOUS LES SALARIES OTAL H-H W-F OL.2 COL.3 COL.3 I I I 1 1 1 1 1 1 2 2 2 21	A PERMANE S S S S A LARE A LARIES A LARIES A COL. 4 1 2 1 2 1 2 2 2 2 2 2 2 3 4 4 5 6 6 6 6 7 7 8 8 8 8 8 8 8 8 8 8 8	PERMANENT FULL-TIME EMPLOYEES SALATES PERHANENTS A TEMPS AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN MUSTRIES ABORIGINAL PEOPLES PE ARES AUTOCHIONES PE AU-F TOTAL M-H W-F T COL.4 COL.5 COL.6 COL.7 C 1 1 1 1 2 2 3 3	TRANSPO TRANSPO TRANSPO TOCHTON M-H COL. 6	S A TEMPLOYEES A T	FESSON TOTAL COL. 8	C C C C C C C C C C C C C C C C C C C	ES PERHANENTS A TEMPS PLEIN FORMULATRE 2 PARTIE A P.1 PORT INDUSTRIES REPORTING PERIOD: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1989 PERIODE DE RAPPORT: 1980 PER	RHULLIRE PARTIE REPORTING PERIODS SIGNATED CHA SIGNATED CHA TOTAL N-H TOTAL	RHULAIRE PARTIE A REPORTING PERIOD: SIGNATED CHA R DESIGNE ES MEMB, WINOR VISI F TOTAL M-H A10 COL.11 COL.12 CO	10 F 11 10 10 10 10 10 10 10 10 10 10 10 10
F OREMEN/WOMEN CONTREMAITRES	66668 - 000588	• 4MU~	5 67	2 80	-					-	a u			
	* I REFERS TO THE LOWEST SALARY QUARTER? 4 REFERS TO THE HIGHEST SALARY QUARTER PLUS ELEVE I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE	HE LOWE	STSAL	ARY QUA	ARTER?	4 REFER	EVE 5 4	HE HIGH REPRES	EST SAL	ARY QUA	ES DU QUA	RT LE	ירטג פרפי	VE

	A P.2		ORITIES ISIBLES W-F	2 2	200	~.		-		13	EVE
	RMULAIRE PARTE A REPORTING PERIOD:	CMA .	ITIES MEMB. VIS. MINORITIES ES MEMB. MINOR. VISIBLES W-F TOTAL M-H W-F	1	•	-		-		13	THE HIGHEST SALARY QUARTER T REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE
	FORMULAIRE REPORTING PERIODE DE	DESIGNATED CMA Rmr designee		m	10	~~		-deser-		2.6	JART LE
	FORM	BESI	EES W-F	-	-					7	S DU GL
	N.		TANDICAF M-H		m			up en		6	SALAIRE
	FES PLE	« «	ABORIGINAL PEOPLES PERS. W. DISABILITIES AUTOCHTONES PERS. WANDICAPEES OTAL M-H W-F TOTAL M-H W-F OL.S COL.S COL.S COL.S COL.S COL.S	-	•			4-		13	ST SALAF
	PERMANENT FULL-TIME EMPLOYEES SALARIES PERMANENTS A TEMPS AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	ALBERTA	PEOPLES NES W-F			-				-	E HIGHE
	ERMANEN INDUST TRANSP	ice -	GINAL JTOCHTO M-H COL.6			-	-	2		*	EVE ; 14
DA	** SALARIES PERMANENTS A ** SALARIES PERMANENTS A ** AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT	X PROVINCE PROVINCE	ABOR TOTAL COL.5			~	-	2		8	4 REFER
AIR CANADA	PERMA S : SAL AIR TR INDUST		VEES LARIES W-F COL.4	2170	200 200 2400	25 170 257 257		10		458	ARTER? RT LE M
•	ROUPS: ONNELLE TOR: VITE:		TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.	M	noom	₩	30	235		617	LARY QUA
	OCCUPATIONAL GROUPS: ORIES PROFESSIONNELLE: INDUSTRIAL SECTOR: BRANCHE D*ACTIVITE:		TOUS TOTAL COL.2	4+5+ 0+8+	263	2000 2000 2000 2000 2000 2000 2000 200	30	235		1,075	WEST SA ALAIRES
	CUPAT IES P OUSTR		* *	4MUE	4m0+	4m0+	4mn+	4m~-	4m0+		IES S
	OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	NATIONAL (CANADA) NATIONAL (CANADA)	TOP AND BOTTOM OF SALARY RANGE * NAX. ET MIN NAX. ECHELLE OF REMUNERATION	\$35000 - \$39999 \$17500 - \$19999	\$20000 - \$22499	\$35000 - \$39999 \$17500 - \$19999	\$45000 - \$39999 \$35000 - \$39999	\$35000 - \$39999 \$15000 - \$17499	10		* REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO
HRB502P2	NAME OF BUSINESS: NOM DE L'ENTREPRISE;	LOCATION: NATENDROIT: NATE	OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELL	CLERICAL WORKERS EMPLOYES DE BUREAU	SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS	SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECTALISES	OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	

В NOM DE L'E

NAME OF

LOCATION:

ENDROITS

OCCUPI CATEGORIE

FORMULAIRE PARTIE BP.1 REPORTING PERIOD: 1989	DESIGNATED CMA RMR DESIGNEE "	* TOUS LES SALARIES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES Q. TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F COL.2 COL.3 COL.4 COL.5 COL.5 COL.5 COL.5 COL.5 COL.3 COL.11 COL.11 COL.13
	a &	RS.W. DISABILIT RS. HANDICAPEES OTAL M-H W OL. 8 COL. 9 CO
AIR CANADA OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	PROVINCE - ALBERTA PROVINCE - ALBERTA	L PEOPLES PE TONES H W-F T
PERMANENT PART-TIME EMPI PERMANENT PART-TIME EMPI S: SALARIES PERMANENTS A AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT	A PROVINCE -	ABORIGINA AUTOCH TOTAL M- COL.5 COL
AIR CANADA UPS : PERMANEN INELLES : SALARI NR: AIR TRANS TE: INDUSTRIE		TOUS LES SALARIES TOTAL M-H W-F
OCCUPATIONAL GROUPS ORIES PROFESSIONNELL INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		* 0
OCCUI CATEGORIE: INDUI BRAN	IONAL (CANADA) IONAL (CANADA)	AND BOTTOM ALARY RANGE ET M IN ECHELLE EMUNERATION COL. 1
SE: AIR CANADA	NATIONAL	TOP AND BOTTOM OF SALARY RANGE MAX.ET MIN. IES PROFESSIONNELLES DE L'ECHELLE DE REHUNERATION COL.
SUS INESS:		PATIONAL IES PROFE

UPPER-LEVEL MANAGERS CADRES SUPERIEURS

OR OTHER MANAGERS INTERMEDIAIRES ET CADRES SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS PROFESSIONALS PROFESSIONNELS SUPERVISORS CONTREMAITRES MIDDLE CADRES AUTRES

REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

	911.3.00	ATTONAL	. POLITOR .	AIR CANADA	OF CHIPATIONAL GROUPS . DECOMANENT DAGGETTING CHOSCUSS									
NAME OF BUSINESS: NOM DE L'ENTREPRISE;	CATEG	ORIES PROFESSIONNEIN INDUSTRIAL SECTOR:	ONNELLES TOR: VITE:	SALA AIR TRAI	ORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	INENTS A INSTRIES INSPORT	TEMPS TEMPS AERIEN	PARTIE	_	FORM 2 PART B FORMULAIRE 2 PARTIE B REPORTING PERIOD: PERIODE DE RAPPORT:	IRE 2 I TING PI	RMULAIRE 2 PARTIE B REPORTING PERIOD; PERIODE DE RAPPORT;	B P.2	
LOCATION: NATIONAL ENDROIT: NATIONAL	NATIONAL (CANADA) NATIONAL (CANADA)			×	PROVINCE -		ALBERTA Alberta			DESIGNATED CMA RMR DESIGNEE	GNEE			
OCCUPATIONAL GROUPS OF SALAY RANGE OF SALAY RANGE MAX. ET MIN. ECEPELE CATEGORIES PROFESSIONNELLES DE L'ECHELLE DE REMINERATION	SALARY RANGE AX-ET MINGE AX-ET MINGE EL-ECHELLE COL-110N	ALL EMPLOYE 4. TOUS LES SALA 9. TOTAL M-H COL.2 COL.3	ALL EMPLOYEES TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.4	FES ARIES W-F COL.4	ALL EMPLOYEES TOUS LES SALARIES ABORIGINAL PEOPLES PERS. W. DISABILITIES HEMB. VIS. MINORITIES TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F COL. 2 COL. 3 COL. 4 COL. 5 COL. 6 COL. 7 COL. 8 COL. 9 COL. 10 COL. 11 COL. 12 COL. 13	AL PEOPL HTONES -H W-	LES PER	IS.W. D S. HAN ITAL	ISABIL DICAPE M-H OL.9	ABORIGINAL PEOPLES PERS. W. DISABILITIES MEMB. VIS. MINORITIES AUTOCHTONES OTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F OL.S COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.13	18: VIS 19: MIN 17AL L.11 C	M-H M-H	RITIES SIBLES W-F COL.13	
CLERICAL WORKERS EMPLOYES DE BUREAU		2m0+												
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	\$15000 - \$17499 \$7500 - \$9999	11334	——m	200 807 100 100 100 100 100 100 100 100 100 1							-~	-	-~-	

REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE 29 10 89 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES

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6666\$

\$7500

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS

SERVICE WORKERS
EMPLOYES DU SECTEUR
DES SERVICES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

	. A	1989 T:	ORITIES TES VIS. COL.12			•	-	2 •	- (5				*	2
	PART A B PARTIE	REPORTING PERIOD: PERIODE DE RAPPORT:	VIS. MINORI ES MINORI COL.11				,	~		9 :	m (~		:	2
	FORM	REPORTIN	MEMBERS OF VIS. MINORITES MEMBRES DES MINORITES OCU. 10 COL. 11 COL.				-	4	- ;	15	m ,	2		7	0 %
			CAPEES CAPEES USE WITH WELL					-	,	~	-				3
		RIEN	ALBERTA ALBERTA SISONNES HANDI COL®					-		×c	-	-		•	•
	: PERMANENT FULL-TIME EMPLOYEES SALARIES PERMANENTS A TEMPS PLEIN	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	P S O					2		ec	2	-		:	5
æ	LL-TIME E	NSPORT IN	X PROVINCE S PROVINCE S W-F		-										-
AIR CANADA	PERMANENT FULL-TIME EMPLOYEES ARIES PERMANENTS A TEMPS PLET	AIR TRA	X P X P ABORIGINAL PEOPLES AL COLTONES W- AL COL-5 COL		-					-	-	-			4
	A R	SECTOR: CTIVITE:	ABOR TOTAL COL.4		2					-	-	-			~
	SALARY SUMMARY PROFIL SALARIAL :	INDUSTRIAL SECTOR: RRANCHE D'ACTIVITE:	NADA) NADA) ES RIES COL.3	2	13	9	32	52	2.8	305	36	15	~		458
	SA PROFIL	M R	NATIONAL (CANADA) NATIONAL (CANADA) ALL EMPLOYES TOTAL EMPLOYES TOTAL M-F		S	13	18	22	80	286	161	87	15	2	617
		CANADA	NA NA TOTAL	~	+	19	20	47	3.6	591	191	102	17	2	1,075
HRB502P2		NAME OF BUSINESS: AIR C NOM DE L'ENTREPRISE:	ENDROIT: SALARY RAUGES FEMILIES DE	\$15,030 - \$17,499	\$17,500 - \$19,999	\$20,130 - \$22,499	\$22,500 - \$24,999	\$25,339 - \$27,499	\$27,530 - \$29,999	\$30,000 - \$34,999	\$35,000 - \$39,999	840,900 - 849,999	850,000 - \$69,999	* - 666,958	NUMBER OF EMPLOYEES NOMBRE DE SALARIES

SALARY SUMMARY : PERMANENT PART-TIME EMPLOYEES

FORMULAIRE PARTIE B	REPORTING PERIOD: PERIODE DE RAPPORT: 1989		MEMBERS OF VIS. MINORITIES MEMBRES DES MINORITES VIS. COL.12 COL.12	P	•	v •				
PROFIL SALARIAL : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES ARANCHF D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	NATIONAL(CANADA) X PROVINCE ALBERTA X PROVINCE ALBERTA	DISABILITIES IANDICAPEES H W-F	6 6	13	6 4	927	-		
	AIR CANADA	22	TOTAL COL.1	18	13	10	8 7			
	NAME OF RUSINESS: AIR	LOCATION: ENDROIT:	SALARY RANGES ECHELLES DE REMUNERATION	\$7,500 - \$9,999	\$10,003 - \$12,499	\$12,533 - \$14,999	\$15,000 - \$17,499			

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89

NUMBER OF EMPLOYEES NOMBRE DE SALAPIES

PART REPORTING PERIO PERIODE DE RAPP FORMULATRE INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN PERMANENT FULL-TIME EMPLOYEES HIRED INDUSTRIAL SECTOR: AIR CANADA NOW DE L'ENTREPRISE: NAME OF BUSINESS:

PERSONS WITH DISABILITIES MEMB. OF VIS. MINORITIES PERSONNES HANDICAPEES MEMB. DES MINORITES VIS. TOTAL M. H. M. F. COL. 9 COL. 10 COL. 11 COL. 12

ALBERTA ALBERTA W-F COL.6 X PROVINCE X PROVINCE ABORIGINAL PEOPLES
TOTAL M-H W-F
COL.4 COL.5 COL. BRANCHE D'ACTIVITE: TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3 NATIONAL (CANADA)

LOCATION: ENDROIT:

MIDDLE OR OTHER MANAGERS CABRES INTERMED.ET AUTRES CADRES UPPER-LEVEL MANAGERS CADRES SUPERIFURS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

FOREMEN/WOMEN CONTREMAITRES SUPERVISORS

CLERICAL WORKERS

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SALES WORKERS EMPLOYES NU SECTEUR DE LA VENTE

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SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMPLOYEES HIRED NOVBRE TOTAL OF RECRUTEMENTS OTHER MANUAL WOPKERS AUTRES TRAVAILLEURS MANUELS

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PART A

PERMANENT PART-TIME EMPLOYEES HIPED

FORM

PERIODE DE RAPPORT: PART B PARTIE REPORTING PERIOD: FORMULAIRE INDUSTRIES DU TRANSPORT AERIEN RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS: LOCATION: ENDROIT:

MEMB. OF VIS. MINORITES NES. DES MINORITES VIS. TOTAL COL.13 COL.12 COL.12 PERSONS WITH DISABILITIES
PERSONNES HANDICAPEES
TOTAL M-H W-F
COL.7 COL.8 COL.9 ALBERTA ALBERTA X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AJTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL. ALL EMPLOYEES
TOUS LES SALARIES
COL. 1 COL. 2 COL. 3 NATIONAL (CANADA) NATIONAL (CANADA)

UPPER-LEVEL MANAGERS CADRES SUPERTEURS

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS PROFESSIONALS PROFESSIONNELS

SUPERVISORS

FOREMEN/WOMEN CONTREMAITRES

SALES WORKERS EMPLOYES DI SECTEUR DE LA VENTE CLERICAL WORKFRS EMPLOYES DE BUREAU

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SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMPLOYEES HIRED NOYBRE TOTAL OF RECRUTEMENTS

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PERSONS WITH DISABILITIES MEMB. OF VIS. MINORITIES PERSONNES HANDICAFES MEMB. DES MINORITES VIS. TOTAL MINORITES VIS. OC., 7 COL., 8 COL., 9 COL., 13 COL., 11 COL., 12 < PERIODE DE RAPPORT: PARTIE PART A REPORTING PERIOD: 5 FORMULAIRE INDUSTRIES DU TRANSPORT AERIEN ALBERTA ALBERTA AIR TRANSPORT INDUSTRIES AVANCEMENTS : SALARIES PERMANENTS A TEMPS PLEIN ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H W-F COL. 4 COL. 5 COL. 6 X PROVINCE X PROVINCE PERMANENT FULL TIME EMPLOYEES PROMOTED A IR CANADA PRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: TOUS LES SALARTES TOTAL M-H W-F COL.1 COL.2 COL.3 7 2 NATIONAL (CANADA) SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEURS QUAL, ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DE SALARIES PROMUS SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE AIR CANADA OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS UPPER-LEVEL MANAGERS CADRES SUPERTEUPS NOW DE L'ENTREPRISE: CLERICAL WORKERS NAME OF BUSINESS: PROFESSIONALS PROFESSIONNELS FOREMEN/WOMEN CONTREMAITRES SUPERVISORS LOCATION: ENDROIT: няв502Р2

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PERMANENT PART TIME EMPLOYEES PROMOTED

8 PARTIE PART B 5 FORMULAIRE

AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL

PERIODE DE RAPPORT: REPORTING PERIOD:

AIR CANADA NOW DE L'ENTREPRISE: NAME OF BUSINESS:

INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE; INDUSTRIAL SECTOR:

PERSONS WITH DISABILITIES MEMB. OF VIS. WINDRITIES PERSONNES HANDICAPEES MEMB. DES MINORITES VIS. 107AL M-H W-F COL.7 COL.71 COL.72

ALBERTA

X PROVINCE X PROVINCE

NATIONAL (CANADA) NATIONAL (CANADA)

LOCATION: ENDROIT:

ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H
COL.4 COL.5 COL.6

UPPER-LEVFL MANAGERS CADRES SUPERIFUPS

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. FT TECHNICIENS

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES DI SECTEUR DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL OF SALARIES PROMUS TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

ALL EMPLOYEES
TOUS LES SALARIES
TOTAL M-F
COL.1 COL.3

SUPERVISORS SURVEILLANTS

CONTREMEN/WOMEN

CLERICAL WORKERS EMPLOYES DE RUREAU

SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLEIPS GUAL, ET ARTISANS

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

нкв502Р2	PER	RANENT TONS DE	PERMANENT FULL-TIME CESSATIONS DE FONCTIONS	AIR CANADA EMPLOYEES TERMINATED : SALARIES PERMANENTS	A TEMPS PLEIN	FORM FORMULAIRE ⁶	PARTIE A
NAME OF BUSINESS: AIR CANADA NOM DE L'FUTYFPRISE:	I A G	DUSTRIAL ANCHF D*	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	IES IRT AERIEN	REPORTING PERIOD: PERIODE DE RAPPORT	ERIOD: 1989 RAPPORT:
ENDROIT:	NATIONAL(CANADA) NATIONAL(CANADA) ALL EMPLOYFES TOUS LES SALARTI TOTOS LEMPLOYFES COL.1	YEE LAR	FS W-F	X PROVINCE ABORIGINAL PEOPLES AUTOCHTONES COL. 4 COL. 5	ALBERTA ALBERTA ALBERSON WITH DISABILITIE: PERSONNES HNDICAFEES TOTAL COL.7 COL.8 COL.9	60	MEMB. OF VIS. WINDRITIES WERB. POINT WAR WEB. TO THE STATE OF THE STAT
UPPER-LEVFL MANAGERS CADRES SUPERIFURS							
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	2 8	2					
PROFESSIONALS PROFESSIONNELS							
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	-	-					
SUPERVISORS	~	~					
FOREMEN/WOMEN CONTREMAITRES	-	-					
CLERICAL WORKERS EMPLOYES DE BUREAU	5	-	4				
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	9	-	~				
SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES	ES S	2	m				
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	R S 1	-					
SEMI-SKILLED MANUAL WORKERS TRAVAILLEHRS MANUELS SPECTALISES	17 ES	16	-				
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE EONCT.	0 7 0	27	₩.				

HRB502P2		AIR CANADA		
	PERMANENT PART-TIME			9
	CESSALIONS DE FUNCILOI	NS : SALAKIES PERMANENTS A TEMPS PARTIEL	A TEMPS PARTIEL	FORMULAIRE PARTIE B
NAME OF BUSINESS: AIR CANADA NOM DE L'ENTREPRISE;	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	: AIR TRANSPORT INDUSTRIES E: INDUSTRIES DU TRANSPORT AERIEN	RIES ORT AERIEN	REPORTING PERIOD: 1989 PERIODE DE RAPPORT:
LOCATION:	NATIONAL(CANADA) NATIONAL(CANADA)	X PROVINCE	ALBERTA ALBERTA	
	ALL EMPLOYEES TOUS LES SALARIES TOTAL W-F COL. 1 COL. 2 COL. 3	ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H W-F COL.4 COL.5 COL.6	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL MA-H W-F COL.7 COL.8 COL.9	S MEMB. DF VIS. WINDRITIES VIS. TOTAL M-H W-F COL.11 COL.12
UPPER-LEVEL MANAGERS CADRES SUPERIEURS				
MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES	S			
PROFESSIONALS PROFESSIONNELS				
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS				
SURVEILLANTS				
FOR EMEN/WOMEN CONTREMAITRES				
CLERICAL WORKFPS EMPLOYES OF AUPEAU				
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	E 2 1 1		-	
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	FS			
SKILLED CRAFTS AND TRAD, WORKERS TRAVAILLFURS OHAL, ET ARTISANS	RS			
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	3 3 3			
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS				
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL OF CESS. DE FONCT.	. 5 4 1		-	

PARTIE PART A REPORTING PERIOD: FORMULAIRE FORM CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: AIR CANADA NAME OF BUSINESS:

INDUSTRIES DU TRANSPORT AERIEN

1989

P. 1

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PERIODE DE RAPPORT: DESIGNATED CMA RMR DESIGNEE COLOMBIE-BRITANNIQUE θ. C. PROVINCE -PROVINCE -BRANCHE D'ACTIVITE: NATIONAL (CANADA) NATIONAL (CANADA) NOM DE L'ENTREPRISE:

ABORIGINAL PEOPLES PERS.W. DISABILITIES HEMB. VIS. MINORITIES AUTOCHTONES PERS. HANDICAPEES HEMB. MINOR. VISIBLES COL.6 COL.7 H-H COL. 5 TOTAL \$* 10 D TOUS LES SALARIES 1-H COL.3 H-H TOTAL COL.2 ď

OCCUPATIONAL GROUPS OF SALARY RANGE NAX. ET HIN CATEGORIES PROFESSIONNELLES DE L'ECHELLE DE REHUNERATION

LOCATION: ENDROIT: COL. 10 COL. 11 COL. 12 COL. 13

601.9

COL. 8 TOTAL

N-F

H-E

TOTAL

H-F

H-H

J-M

- 00002 \$

MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES

\$ 70000 \$ 70000

UPPER-LEVEL MANAGERS CADRES SUPERIEURS

23

845000 - 849999 666: \$ 40000

PROFESSIONALS PROFESSIONNELS

\$70000

2000

666773 -\$35000 - \$39999 \$ 54999 \$ 50000 \$ 40000 SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS

SUPERVISORS

666758 - 000058 \$27500 - \$29999

CONTREMAITRES

* | REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

* | REPRESENTE LES SALAIRES DU QUART LE HOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

	OCCUPA	TIONAL	OCCUPATIONAL GROUPS	**	ERMANE	PERMANENT FULL-TIME EMPLOYEES	TIME (HPLOYE	ES		FORM	2	PART A	P.2
	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS	PROFES	SIONNEL	LES :	SALAR	IES PER	HANENT	S A TEM	PS PLEIN	z	FORMU	FORMULAIRE	PARTIE	«
NAME OF BUSINESS:	INDUST	RIALS	INDUSTRIAL SECTOR:	AI	RTRAN	AIR TRANSPORT INDUSTRIES	ADUSTR	l E S			REP	REPORTING PERIOD:	PER100:	1080
ISE : AIR	CANADA BRANCH	E D'AC	BRANCHE D'ACTIVITE:		DUSTRI	INDUSTRIES DU TRANSPORT AERIEN	ANSPO	I AERI	EN		PER	100E DE	PERIODE DE RAPPORT	
LOCATION: NATIO	ATIONAL (CANADA)					PROVINCE	,	В.С.			DESIG	DESIGNATED CHA	¥.	
z	ONAL (CANADA)				*	PROVINCE	1	COLOMBI	COLOMBIE-BRITANNIQUE	NNIQUE	RMR	RMR DESIGNEE		
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE *		ALL EMPLOYEES TOUS LES SALARIES	SALAR	S	ABORIG	INAL P	EOPLES	PERS. H.	DISABI	ABORIGINAL PEOPLES PERS.W. DISABILITIES AUTOCNIONES PERS. HANDICAPEES	MEMB. V	MEMB. VIS. MINORITIES MEMB. MINOR. VISIBLES	SIBLES
CATEGORIES PROFESSIONNELLES	MAX. ET MIN.	Q. TOTAL	AL M-H		N-F	TOTAL	H-E	N-18	TOTAL	#-#	12.	TOTAL	H-H	F-F
	DE REMUNERATION	C01.2	.2 COL.3		3° 70 3	COL.5	0. JOD	COL.7	C OL . 8	601.9	COL.10	COL.11	COL.10 COL.11 COL.12 COL.13	COL.13
CLERICAL WORKERS	\$35000 - \$39999 4		256	25 8	35				~1	-	← r	-~		-~*
EMPLOYES DE BUREAU	\$20000 - \$22499		11		50				9		7	n		,
3 4 4 3	\$ 666778 - 000078	~		10	166	-		-	~	2	-	16	*	12
EMPLOYES DU SECTEUR	\$22500 - \$24999		() 400 (~~	99							wm		VM.
	666778 - 000078		92	48	201							2	~	7
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	\$17500 - \$19999	·	200	5	20				-		-			
SKILLED CRAFTS AND	\$45000 - \$49999		938	800								ت .	v=	
TRAVALLEURS QUALIFIES ET ARTISANS	\$30000 - \$34999 1		10 ~	10								-	-	
	\$ 66668 - 000588			249					2	SO.		9	•	
SEMI-SKILLED MANUAL WUKKENS IRAVAILLEURS MANUELS SPECIALISES	\$15000 - \$17499		205	-m-4	95				~=		-	C14	-	2
	\$27500 - \$29999		19	19								-	-	
OTHER MANDAL WORKERS AUTRES TRAVAILLEURS MANDELS	\$15000 - \$17499		***	-	-									
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES		1,1	1,727 1,070	070	159	2	-	-		12	٠	7.0	33	32
	* REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * REFRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE	LOWEST	SALAR RES DU	QUAR	TER; 4	REFERS INS ELE	VE ; 4	E HIGHERESE	ST SAL	SALAI	TER DU C	WART LE	PLUS EI	EVE

FORM PART B P.1 REPORTING PERIOD: PERIODE DE RAPPORT: 1989	DESIGNATED CMA Rmr designee	TIES MEMB. VIS. MINORITIES S MEMB. MINOR, VISIBLES	W-F TOTAL M-H W-F	01 10 501 41 501 43 501 43
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIES OU TRANSPORT AERIEN	PROVINCE - B.C. X PROVINCE - COLOMBIE-BRITANNIQUE	ALL EMPLOYEES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES TOUS LES SALAKIES AUTOCHTONES PERS. HANDICAPEES MEMB. MINOR. VISIBLES	CATEGORIES PROFESSIONNELLES DE L'ÉCHELLE Q. TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F	COL.2 COL.3 COL.4 COL.5 COL.6 COL.7 COL.8 COL.9 COL 10 COL 11 COL 12 COL
CATEGORIES PRO NAME OF BUSINESS: AIR CANADA BRANCHE DE L'ENTREPRISE:	LOCATION: NATIONAL (CANADA) ENDROIT: NATIONAL (CANADA)	OCCUPATIONAL GROUPS OF SALARY RANGE . MAX. ET MIN.	CATEGORIES PROFESSIONNELLES DE L'ECHELLE Q. DE REMUNERATION	COL.1

UPPER-LEVEL MANAGERS CADRES SUPERIEURS

COL.5 COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.13

MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	PROFESSIONALS PROFESSIONNELS	SEMI-PROFESSIONALS AND TECHNICIANS SENI-PROFESSIONNELS ET TECHNICIENS	SUPERVISORS SURVEILLANTS	FOREMEN/WOMEN CONTREMATIRES
E V		N-N-		

REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER. REPRESENTE LES SALATAFS DU QUART LE HOINS ELEVE; 4 REPRESENTE LES SALATRES DU QUART LE PLUS ELEVE

2 6 SS

IPLOYEES FORM A TEMPS PARTIEL FORMULAIRE	S REPORTING PERIOD: AERIEN PERIODE DE RAPPORT:	B.C. COLOMBIE-BRITANNIQUE RMR DESIGNEE	ABORIGINAL PEOPLES PERS. W. DISABILITIES HEMB. VIS. MINORITIES AUTOCHTONES OTAL M-H W-F TOTAL M-H W-F TOTAL M-H W-F OL.S COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.13						
OCCUPATIONAL GROUPS: PERMANENT PART-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	RROVINCE - B.	F 0		0484				63
: PERI	INDU		ALL EMPLOYEES TOUS LES SALARIES OTAL M-H W-F OL.2 COL.3 COL.4		- 8		1 23		37 (
ROUPS	TOR: VITE:		LES SAI						
OCCUPATIONAL GROUPS :	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		TOTAL COL.2		3 5 4		1 23		100
ES PR	USTRI		* *	4×0=	4MV=	4mn= 4mn=	4mn=	450-	
OC(CANADA INI	NATIONAL (CANADA) HATIONAL (CANADA)	TOP AND BOTTOM OF SLARY RANGE MAX. ET MIN. S DE L'ECHELLE OE REMUNERATION		\$15000 - \$17499 \$10000 - \$12499		\$16000 - \$12499 \$7500 - \$9999		
	NAME OF BUSINESS: NOM DE L'FNTREPRISE:	NATE	OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELLES	CLERICAL WORKERS MPLOYES DE BUREAU	SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	CPPLOYES DU SECTEUR DES SENVICES SENVICES SKILLED CRATTS AND TRAVALLEURS QUALIFIES	SEMI-SKILLFD MANUAL WORKERS TRAVAILLEURS MANUELS SPECTALISES	OTHER YANDAL WORKERS AUTRES TRAVAILLEURS HANDELS	TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

1 REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

	1989		ITTES S VIS.				-	4	7	22	-				32
3 PART A	PERIOD:		VIS MINORITES			1			-	9	٥	19		2	es pr
FORM FORMULAIRE	REPORTINS PERIOD: PERIODE DE RAPPORT		MEMBERS OF VIS. MINORITIES WES PROPERTY OF TOTAL M-H COL.10 COL.11 COL.12			-	,	7	5	28	10	19		>	0.2
		TANNIQUE						~		~					×°
	ERIEN	B.C.O.O.MRIE-BRITANNIQUE	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES TOTAL COL.7 COL.9 COL.9			-		-		7	-			~	15
MPLOYEES MPS PLEIN	AIR TRANSFORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN		PERSONS PERSONI TOTAL COL.7			-		7		10	-			2	18
ENTS A TE	AIR TRANSFORT INDUSTRIES INDUSTRIES DU TRANSPORT	X PROVINCE X PROVINCE	OPLES S W-F COL.6							-					-
SALARY SUMMARY: PERMANENT FULL-TIME EMPLOYEES IL SALARIAL: SALARIES PERMANENTS A TEMPS PLEIN	AIR TRAN INDUSTRI		ABORIGINAL PEOPLES AUTOCHTONES AL M-H W-H COL.5 COL											-	-
ARY : PER	SFCTOR: CTIVITE:		ABOR TOTAL COL.4							-				-	~
SALARY SUMM PROFIL SALARIAL	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	NADA)	RIES W-F COL.3	2	-	9	12	69	2.8	487	35	e: e:	~1	-	457
PROFIL	A A	NATIONAL (CANADA) NATIONAL (CANADA)	LES SALA LES SALA M-H COL.2	7		38	28	19	59	328	188	178	69	189	1,070
	AIR CANADA	Z Z Z	ALL EMPLOYEES TOUS LES SALARIES TOTAL M-H COL.1 COL.2 COL.	9	-	77	07	89	57	815	2 38	196	72	190	1,727
	NAME OF BUSINESS: AIR NOW DE L'EWIREPRISE:	LOCATION: ENDROIT:	SALARY RANGES ECHELLES DE REMUNERATION	\$15,730 - \$17,499	\$17,500 - \$19,999	\$20,000 - \$22,499	\$22,530 - \$24,999	\$25,000 - \$27,499	\$27,530 - \$29,999	\$30,739 - \$34,999	\$35,737 - \$39,999	866*678 - 866*078	\$50,707 - \$69,999	* - 066,978	NUMBER OF FMPLOYEES NOMBRE DE SALARIES

FORM BART B FORMULAIRE BARTIE B	REPORTING PERIOD: PERIODE DE RAPPORT:
SALARY SUMMARY: PERMANENT PART-TIME EMPLOYEES PROFIL SALARIAL: SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES PRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN
	NAME OF BUSINESS: NOM DE L'ENTRFPRISE;

NATIONAL (CANADA)

LOCATION: ENDROIT:

AIR CANADA

1989

NATIONAL(CANADA) X PROVINCE R.C. NATIONAL (CANADA) X PROVINCE R.C. COCOMPARE R.C.		DRITIES FES VIS. COL. 12		,	,		
NATIONAL(CANADA) X PROVI NATIONAL(CANADA) X PROVI NATIONAL ES SALREIES ABORIGINAL PEOPLES NERATION TOTAL N-H H-H		VIS MINORITE M-H COL.11 C	,	ı			
NATIONAL(CANADA) X PROVI NATIONAL(CANADA) X PROVI NATIONAL ES SALREIES ABORIGINAL PEOPLES NERATION TOTAL N-H H-H		MEMBERS OF MEMBRES D TOTAL COL.10	^	. 4	,		
Y RANGES NATIONAL(CANADA) Y RANGES LESS DE LESS DE 101AL NERATION COL.1 COL.5		PERSONS WITH DISABILITIES PERSONNES HANDICAFEE TOTAL COL.7 COL.8 COL.9					
Y GANGES NATIONAL(CANA NATIONAL(CANA ALES DE 101AL H-H NERATION COL.1 COL.2 5.00 - \$9,999	X PROV	AUTOCHTONES AUTOCHTONES COL. 5					
Y RANGES LLES DE NERATION COL-1 SOD - \$9,999 COD - \$12,499 COD - \$12,499 COD - \$12,499 COD - \$12,499 COD - \$12,499 COD - \$12,499	NADA)	RIES W-F COL.3		3.8	~	30	
Y RANGES LLES DE NERATION COL-1 SOD - \$9,999 COD - \$12,499 COD - \$12,499 COD - \$12,499 COD - \$12,499 COD - \$12,499 COD - \$12,499	IONALCCA	LES SALA M-H COL.2	27	6		-	
M: CHELLES DE EMUNERATION 57.500 - \$9,999 10.000 - \$12,499 12.501 - \$14,999	Z Z Z	TOTAL COL.1	27	47	2	21	
OF K MK M M	ROIT:	SALARY RANGES ECHFLLES DE REMUNERATION	666768 - 005728	\$10,000 - \$12,499	\$12,537 - \$14,999	\$15,737 - \$17,499	

9

63

37

100

NUMBER OF FMPLOYEES NOMBRE DE SALARIES

1989 PERIODE DE RAPPORT: PART A PARTIE REPORTING MERIOD; FORMULAIRE FORM INDUSTRIES DU TRANSPORT AERTEN AIR TRANSPORT INDUSTRIES RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PLEIN PERMANENT FULL-TIME EMPLOYEES HIRED BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: NATIONAL (CANADA) NATIONAL (CANADA) AIR CANADA NOM DE L'ENTREPRISE : NAME OF BUSINESS:

MEMB, OF VIS, MINORITIES MEMB, DES MINORITES VIS, OCC.12 COL.12 COL.12 COLOMBIE-BRITANNIQUE X PROVINCE X PROVINCE

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES AUTOCITONES HANDICAPEES TOTAL W-F TOTAL W-F COL.7 COL.8 COL.9 ALL EMPLOYEES
TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3

MIDDLE OR OTHER MANAGERS CADRES INTERMED.ET AUTRES CADRES UPPER-LEVEL MANAGERS CADRES SUPERTEUPS

LOCATION: ENDROIT:

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS SURVEILL ANTS

CLERICAL WORKERS EMPLOYES DE RUPEAU CONTREMAITRES

SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE

SERVICE WORKERS EMPLOYES NU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS OUAL. ET ARTISANS

2

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES NOMBRE TOTAL DE RECRUTEMENTS OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

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2000
2
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5

PERMANENT PART-TIME EMPLOYEES HIRED

RECRUITEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL AIR TRANSPORT INDUSTRIES INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE; NAME OF BUSINESS:

INDUSTRIES DU TRANSPORT AERIEN

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES
AUTOCHTONES
FORM HANDICAPEES
TOTAL
COL. COL. COL. COL. COL. COL. COL. COL. B.C. COLOMPIE-BRITANNIQUE X PROVINCE X PROVINCE BRANCHE D'ACTIVITE: TOUS LES SALARIFS
TOUS LES SALARIFS
TOTAL M-H M-F
COL.1 COL.3 NATIONAL (CANADA)

LOCATION: ENDROIT:

MEMB. OF VIS. MINORITIES MEMB. DES MINORITES VIS. TOTAL M-F W-F COL.13 COL.11 COL.12

PERIODE DE RAPPORT:

REPORTING PERIOD:

PARTIE PART B

FORMULAIRE

MIDDLE OR OTHER MANAGERS CABRES INTERMED, ET AUTRES CABRES UPPER-LEVEL MANAGERS CADRES SUPERIEURS

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

SUPERVISORS

CLERICAL WORKERS EMPLOYES DE BUPEAU CONTREMATTRES

SALES WORKERS EMPLOYES OU SECTEUR DE LA VENTE

SKILLED CPAFTS AND TRAD. WORKERS TRAVAILLEHIS OHAL. ET ARTISANS SERVICE WORKERS EMPLOYES BY SECTEUR DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMPLOYEES HIRED NOMBRE TOTAL DE RECRUTEMENTS

30

3.1

3.1

HRB502P2

PERMANENT FULL TIME EMPLOYEES PROMOTED AIR CANADA

1989 PERIODE DE RAPPORT: PARTIE PART A REPORTING PERIOD: S FORMULAIRE FORM INDUSTRIES DU TRANSPORT AFRIEN AIR TRANSPORT INDUSTRIES AVANCEMENTS : SALARIES PERMANENTS A TEMPS PLEIN BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTRFPRISE: NAME OF RUSINESS:

NATIONAL (CANADA) NATIONAL (CANADA)

ENDROIT:

MEMB. OF VIS. MINORITIES MEMB. DES MINORITES VIS. TOTAL M-F M-F COL.12 COL.12 PERSONS WITH DISABILITIES
PERSONNES HANDICAPEES
TOTAL M-H W-F
6 COL.7 COL.9 COL.9 COLOMBIE-BRITANNIQUE X PROVINCE X PROVINCE ABORIGINAL PEOPLES
AUTOCHTONES
TOTAL M-H W-F
COL.4 COL.5 COL.6 TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.? COL.3 UPPER-LEVEL MANAGERS CADRES SUPERIFUPS

MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES SEMI-PROF. AND TECHNICIANS PROFESSIONALS PROFESSIONNELS

CLERICAL WORKFRS EMPLOYES DE AUPEAU FOR EMEN/WOMEN CONTRE MAITRES SUPERVISORS SURVEILL ANTS

 \sim

SERVICE WORKERS EMPLOYES OU SECTEUR DES SERVICES SALES WORKERS EMPLOYES DU SETTEUR DE LA VENTE

SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS GHAL. ET ARTISANS SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL OF SALARIES PROMUS OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS

TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

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PARTIE PART B FORMULAIRE AVANCEMENTS : SALARIES PERMANENTS A TEMPS PARTIEL PERMANENT PART TIME EMPLOYEES PROMOTED AIR CANADA

AIR TRANSPORT INDUSTRIES

INDUSTRIAL SECTOR:

1989 8 PERIODE DE RAPPORT: REPORTING PERIOD:

COLOMBIE-BRITANNIQUE INDUSTRIES DU TRANSPORT AERIEN X PROVINCE X PROVINCE BRANCHF D'ACTIVITE: NATIONAL (CANADA) NATIONAL (CANADA) AIR CANADA NOM DE L'FNTREPRISE: NAME OF BUSINESS:

ABORIGINAL PEOPLES PERSONS WITH DISABILITIES MEMB, DF VIS, MINORITIES AUTOCITIONS AUTOCITIES MEMB, DES MINORITES VIS, TOTAL M-F TOTAL M-

UPPER-LEVEL MANAGERS CADRES SUPERIEUPS

LOCATION:

MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS

FOREMEN/WOYEN COMTREMAITRES

SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

TOTAL NUMBER OF EMP. PROMOTED NOMBRE TOTAL DF SALARIES PROMUS TOTAL NUMBER OF PROMOTIONS NOMBRE TOTAL D'AVANCEMENTS

TOUS LES SALARIES
TOTAL M-H W-F
COL.1 COL.2 COL.3

SUPERVISORS

CLERICAL WORKERS EMPEAU

SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

нкв 5 0 2 Р 2	CES	PERMA	VENT FI	PERMANENT FULL-TIME CESSATIONS DE FONCTIONS	AIR CANADA PERMANENT FULL-TIME EMPLOYEES TERMINATED ATIONS DE FONCTIONS ; SALARIES PERMANENTS	A TEMPS PLEIN	FORM	ULAIRE	PART A	«
NAME OF RUSINESS: AIR CANADA NOM DE L'ENTREPRISE:		INDUS	TRIAL HE D'A	INDUSTRIAL SECTOR: PRANCHE D'ACTIVITE:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	RIES ORT AERIEN	oc 0⊾	REPORTING PERIOD: PERIODE DE RAPPORT:	PERIOD: RAPPORT:	90
LOCATION: ENDROIT:	NATIONAL (CANADA) NATIONAL (CANADA)	CCANAD	22		X PROVINCE X PROVINCE	R.C.L.O.MBIE-BRITANNIQUE	que			
	TOUS TOTAL COL.1	128	LES SALARIES M-H W COL.2 CO	-F L.3	ABORIGINAL PEOPLES AUTOCHTONES TOTAL M-H W-F COL.4 COL.5 COL.6	PERSONS WITH DISABILITIES PERSONNES HANDICAPEES OF COL.7 COL.8 COL.9		MEMB. OF VIS. WINORITIES WIS. TOTAL M-H W-F COL.12 COL.12	MINORITE M-H COL.11	S VIS.
UPPER-LEVEL MANAGERS CADRES SUPERTEURS										
MIDDLE OR OTHER MANAGERS CADRES INTERMED. ET AUTRES CADRES	ES 5		5							
PROFESSIONALS PROFESSIONNELS										
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS	7		7							
SUPERVISORS	-		-							
FOREMEN/WOMEN CONTREMAITRES	-		-							
CLERICAL WORKERS EMPLOYES DE: BUPEAU	2		m	~						
SALES WORKERS EMPLOYES DU SFCTEUR DE LA VENTE	6 6		2	7						
SERVICE WORKERS EMPLOYES SERVICES	ES 7		۳۱	7		-	-	-		-
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS QUAL. ET ARTISANS	RS 2		2					~	-	
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OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	€		2	-						
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	67 0		38	Ξ		- -	-	~	-	-

HRB502P2	PER	MANENT PAR	A T-TIME E	AIR CANADA PERMANENT PART-TIME EMPLOYEES TERMINATED CESSATIONS DE FONCTIONS : SALARIES PERMANENTS	A TEMPS PARTIEL	FORM	PART B PARTE B
NAME OF BUSINESS: AIR CANADA NOM DE L'FNIRFPRISE:	I N I	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	CTOR:	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	TRIES PORT AERIEN	REPORTING PERIOD: PERIODE DE RAPPOR	REPORTING PERIOD: 1989 PERIODE DE RAPPORT:
LOCATION: ENDROIT:	NATIONAL(CANABA) NATIONAL(CANABA) ALL EMPLOYFES TOUS LES SALARIES TOTAL M-H AH H H H H H H H H H H H H H H H H H	YEE LAR	 	X PROVINCE X PROVINCE ABORIGINAL PEOPLES AUTOCHTONES PE COL-4 COL-5 COL-6	D.C. COLOMBIE-BRITANNIQUE COLOMBIE-BRITANNIQUE PERSONS WITH DISABILITIES TOTAL COL.7 COL.8 COL.9	MEMB. TOTAL	OF VIS. MINORITIES DES MANORITES VIS OF COL. 11
UPPER-LEVEL MANAGERS CADRES SUPERIFURS MIDDLE OF OTHER MANAGERS							
CADRES INTERMED. ET AUTRES CADRES PROFESSIONALS PROFESSIONNEIS	S						
SEMI-PROF. AND TECHNICIANS SEMI-PROF. ET TECHNICIENS							
SUPERVISORS							
FOREMEN/WOMEN CONTREMAITRES							
CLERICAL WORKERS EMPLOYES DE 9UREAU							
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	7	-	9				
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	S						
SKILLED CRAFTS AND TRAD. WORKERS TRAVAILLEURS GHAL. ET ARTISANS	SS						
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	15	14	-				
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS							
TOTAL NUMBER OF EMP. TERMINATED NOMBRE TOTAL DE CESS. DE FONCT.	25	15	7				

PARTIE A PERIODE DE RAPPORT: PART A REPORTING PERIOD: FORMULAIRE FORM CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES INDUSTRIES DU TRANSPORT AERIEN AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

DESIGNATED CMA X RMR DESIGNEE HALIFAX

PROVINCE

NATIONAL (CANADA)

LOCATION:

COL.9 COL.10 COL.11 COL.12 COL.13

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ABORIGINAL PEOPLES PERS.W. DISABILITIES HEMB. VIS. MINORITIES AUTOCHTONES PERS. HANDICAPEES MEMB. MINOR. VISIBLES N-F W-F TOTAL M-H H-H TOTAL N-F TOTAL M-H PROVINCE -W-F ALL EMPLOYEES TOUS LES SALARIES NATIONAL (CANADA) ENDROIT:

OCCUPATIONAL GROUPS OF SALARY RANGE TOUS LES SALARIES
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MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

\$40000 - \$44999 \$

\$27500 - \$29999 4 \$45000 - \$49999 4

SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS

SUPERVISORS

FORE YEN/ WOMEN CONTREMAITRES

\$50000 - \$44999 1 \$50000 - \$54999 4 \$35000 - \$39999 1 * 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * 1 REPRESENTE LES SALATRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALATRES DU QUART LE PLUS ELEVE

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	OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES ; SALARIES PERMANENTS A TEMPS PLEIN	OCCUPATIONAL GROUPS ORIES PROFESSIONNEL	ROUPS :	PERMANE S SALAR	PERMANENT FULL-TIME EMPLOYEES S SALARIES PERMANENTS A TEMPS	-TIME E	MPLOYE A TEM	S PLETA		FORM	LATRE 2	PART A	P.2
NAME OF BUSINESS: AIR CANNOM DE L'ENTREPRISE:	CANADA BRANC	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		INDUSTRI	AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	NDUSTRI	ES T AERI	2		P E E	REPORTING PERIOD: PERIODE DE RAPPORT:	RAPPOR	1989
LOCATION: NATIO ENDROIT: NATIO	ATIONAL (CANADA) ATIONAL (CANADA)				PROVINCE	1 1			r	E S E S E S E S E S E S E S E S E S E S	DESIGNATED CMA RMR DESIGNEE		HALIFAX
OCCUPATIONAL GROUPS	TOP AND BOTTOM OF SALARY RANGE MAK, ET MIN.	* Tous	ALL EMPLOYEES TOUS LES SALARIES	ARIES	ABORIGAUT	ABORIGINAL PEOPLES Autochtones		PERS. W. DISABILITIES NEMB. PERS. HANDICAPEES NEMB.	DISABI	ITTES	MEMB. V	VIS. MINORITIES MINOR. VISIBLES	SIBLES
ELLE	DE L'ECHELLE DE REMUNERATION COL-1 \$45000 - \$49999	0. TOTAL	M-H COL.3	W-F COL.4	TOTAL COL. S	M-H COL.6	N-F COL.7	TOTAL COL.8	M-H COL.9	V-F COL.10	V-F TOTAL N-H W-F COL.10 COL.11 COL.12 COL.13	N-H COL.12	W-F COL.13
EMPLOYES DE BUREAU	\$15000 - \$17499	1	-	om E									
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	\$40000 - \$44999	4 127 2 111 111	62	~~~~	-	-		- 2	-	~	~	-	-
SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	\$35000 - \$39999 \$17500 - \$19999	23 33 411	22 27 27	57 27 27	-		-	-	-		designs from	-	
SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES FT ARTISANS	\$45000 - \$34999	22 27 27 27 2 2 2 2 2 2	27 2 2		-	-		~	~		-	-	
SEMI-SKILLED MANUAL WORKERS TRAVALLEURS AANUELS SPECTALTSES	\$35000 - \$39999	4 124 3 124 10 20	124					-	-		-	-	
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	\$27500 - \$29999 \$25000 - \$27499	22334	4	-				-	-				
TOTAL NUMBER OF EMPLOYEES		959	411	215	~	~	-	10	~	m	~	4	m
	* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER 1 O QUART LE PLUS ELEVE! 1 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE!	E LOWEST S	ALARY QU	ARTEE H	REFERS	10 THE	HIGHES EPRESEA	T SALAR	Y QUARI	S DU Q	JARF LE	PLUS EL	EVE

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PART 9	PARTIE B	PER IOD:	PERIODE DE RAPPORT:	
FORM	FORMULAIRE PARTIE B	REPORTING PERIOD:	PERIODE D	
OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES	CATEGORIES PROFFSSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	
		ATR CANADA		
		NAME OF BUSINESS: A	NOM DE L'ENTREPRISE:	

P.1

	HALIFA	
DESIGNATED CMA	RMR DESIGNEE	
PROVINCE -	PROVINCE -	
NATIONAL (CANADA)	NATIONAL (CANADA)	
LOCATION:	ENDROITS	

OCCUPATIONAL GROUPS OF SALRY RANGE * TOUS LES SALARIES ABORIGINAL PEOPLES PERS. W. DISABILITIES HEMB. VIS. WINDRITIES CATEGORIES PROFESSIONNELLES DE L'ÉCHELLE DE REMUNERATION COL.2 COL.3 COL.4 COL.5 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.13 CARRES SUPERFURES CARRES SUPERFURES	les es	j.a.	.13	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	I SIBL	3	C01.	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	S. WIN	¥ -	COL.12	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	EMB. VI	TOTAL	COL.11	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	EES P	W-F	COL.10	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	DISABI	H-H	6.100	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	PERS.W.	TOTAL	COL.8	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	EOPLES	N-F	COL.7	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	GINAL	I - E	9.100	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	ABORI	TOTAL	COL.5	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	FES	N-F	\$ 00 CO	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	EMPLOY LES SAL	M-H	COL.3	
TOP AND BOTTOM OF SALARY RANGE * NARAW RANGE * SOE L'ECHELE SOE REMUNERATION	TOUS	TOTAL	2.100	
OCCUPATIONAL GROUPS OF SALARY RANGE CATEGORIES PROFESSIONNELLES DE "ECHELLE DE REMUMERATION UPPER-LEVEL MANAGERS CABRES SUFERIEURS	*	•		
		CATEGORIES PROFESSIONNELLES DE L'ECHELLE	1,703	UPPER-LEVEL MANAGERS CADRES SUPERIEURS

4W0+	4mm-	4m0+	2×0=	4m0+
MIDDLE OR OTHER MANAGERS CLARES INTERMEDIAIRES ET AUTRES CADRES	PROFESSIONALS PROFESSIONNELS	SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	SUPERVISORS SURVEILL ANTS	FOREMEN/WOMEN CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER

1 REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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NAME OF

	PAR	PAR	PERI	RAP	
	FORM	FORMULAIRE PAR	REPORTING PERI	PERIODE DE RAP	
	S	S PARTIEL		2	
	PART-TIME EMPLOYEE	PERMANENTS A TEMP	RT INDUSTRIES	DU TRANSPORT AERIE	
AIR CANABA	PERMANENT	S : SALARIES	AIR TRANSPO	INDUSTRIES	
*	OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	
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RTIE A

RT B

HALIFAX	ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES AUTOCHTONES PERS. HANDICAPEES MEMB. MINOR. VISIBLES	H- H-F
DESIGNATED CMA RMR DESIGNEE	MEMB. VIS. MEMB. MINOR	TOTAL M-
N DEST	BILITIES	W-F
	. DISA	M-H
	PERS. W	TOTAL
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1 1	SINAL	H-H
PROVINCE -	ABORI	TOTAL
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	EMPLOY ES SAL	H-H
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NATIONAL (CANADA) NATIONAL (CANADA)	TOP AND BOTTOM OF SALARY RANGE	LLES DE L'ECHELLE
LOCATION: NA ENDROIT: NA	TOP AND BOTTOM ALL EMPLOYEES ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES MAY RANGE TOUS LES SALARIES AUTOCHTONES PERS. WANDICAPEES MAY FY MINOR. VISIBLES	CATEGORIES PROFESSIONNEL

OCCUPATIONAL GROUPS OF SALARY RANGE	TOP AND BOTTOM	*	TOUS	ALL EMPLOYEES TOUS LES SALARIES	re es LARIES	ABORI	SINAL P	EOPLES ES	PERS. W.	DISABI	LITIES EES	MEMB. V	INOR. V	ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. MINORITIES AUTOCHTONES PERS. HANDICAPEES MEMB. MINOR. VISIBLES
CATEGORIES PROFESSIONNELLE	S DE L'ECHELLE		9. TOTAL	H-H	N-1	TOTAL	H-H	N-F	M-H W-F TOTAL M-H	I - E		W-F TOTAL M-H W-F	H-E	J - 3
	COL.1	,	co100	COL.3	COL.? COL.3 COL.4 COL.5 COL.6 COL.7 COL.8 COL.9 COL.10 COL.11 COL.12 COL.13	COL. 5	0°700	C01.7	C 0L . 8	6.100	COL.10	COL.11	COL.12	COL.13
CLERICAL WORKERS EMPLOYES DE BUREAU		*~~												
34 34 30 31 31 31 31	\$15000 - \$17499	- 4×	17		11									
EMPLOYES DU SECTEUR DE LA VENTE	66668 - 00528		ec in	\$	mw									
SERVICE MORKERS EMPLOYES DU SECTEUR DES SERVICES		4m0-												
SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS GUALIFIES		4m0-												
SEMI-SKILLED MANUAL WORKERS TRAVALLEURS MANUELS SPECIALISES	66668 - 00528	4m0-	15	15 13	CI									

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE 2 TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES

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OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

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OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES

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PART A

FORM

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NAME OF BUSINESS: NOM DE L'ENTREPRISE;	CATEG	ES PR JSTRI	ORIES PROFESSIONNELLES INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:	NNELLES OR: 1TE:	SAL/ AIR TR/ INDUSTI	FERTANGENT FULL TITLE EMPLOYEES SALARIES PERMANENTS A TEMPS PLEIN AIR TRANSPORT INDUSTRIES INDUSTRIES DU TRANSPORT AERIEN	RMAMENT INDUSTR TRANSPO	S A TEM 1ES RT AERI	PS PLEI	2	FORMULAIRE REPORTIN PERIODE	PART A RMULAIRE PARTIE REPORTING PERIOD: PERIODE DE RAPPOR	—	A P.1
LOCATION: NATI	NATIONAL (CANABA) National (Canaba)					PROVINCE PROVINCE	1 1				DESIGN	DESIGNATED CMA RMR DESIGNEE	A YONTREAL	REAL
OCCUPATIONAL GROUPS CATEGORIES PROFESSIONNELLE	TOP AND BOTTOM OF SALARY RANGE MAX. ET MIN. INELLES DE REMUNERALION	* ¢	TOUS TOTAL	ALL EMPLOYEES TOUS LES SALARIES OTAL M-H W-F	ARIES W-F	ABORI AU TOTAL	GINAL P	ABORIGINAL PEOPLES PERS. W. DISABILITIES AUTOCHTONES PERS. WANDICAPEES OTAL M-H W-F TOTAL M-H W-F	ERS. W.	DISABI NDICAP M-H	EES HES H	MEMB. VI MEMB. HI TOTAL	VIS. MINORITIES MINOR. VISIBLES	RITIES SIBLES W-F
UPPER-LEVEL MANAGERS CADRES SUPERIEURS	\$70000 - \$64999	4mn=	110	COL.3	111	1 1	COL.6 1	COL.7	33	3	COL.10 COL.11 COL.12 COL.13	2 2	2	COL. 13
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	\$25000 - \$27499	4M0+	14 60 67 67	1 2 1 9 1 9 1 9	155	~	-	-	~ ₩	₩.		~ \	12	٣
PROFESSIONALS PROFESSIONALS	\$70000 - + \$27500 - \$29999	4m0+	850 840 840	MH WM	122				-		-	~~	~~	~
SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	\$70000 - + \$17500 - \$19999	4ma-	183	164 182 274	39	← m	+ M		m	5	-			m
SUPERVISORS	\$55000 - \$34999	4m0-	BW#	29 70 2	14							~	~	
FOREMEN/UOMEN CONTREMAITRES	\$55000 - \$59999 \$27500 - \$29999	~m~	136 136 136 136	144 116 135					~ -	~ +		44 -	44 F	

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE? 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

HRB502P2			A	AIR CANADA									
	0000	OCCUPATIONAL GROUPS	GROUPS :	PERMANE	INT FULL	PERMANENT FULL-TIME EMPLOYEES	LOYEES		_	FORM	•	PART A	9
	CATEGORIE	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN	TONNELLE	S SALAR	ILES PER	ANENTS A	TEMPS	PLEIN		FORMULAIRE	9	PARTIE !	¥
NAME OF BUSINESS: AIR CANADA		INDUSTRIAL SECTOR:	CTOR:	AIR TRAN	ISPORT II	AIR TRANSPORT INDUSTRIES				REPOR	REPORTING PERIOD	ERIOD:	1989
NOM DE L'ENTREPRISE:	BRAN	BRANCHE D'ACTIVITE:	IVITE:	INDUSTRI	ES DU TI	INDUSTRIES OU TRANSPORT AERIEN	AERIEN			PERIODE		DE RAPPORT:	
	NATIONAL (CANADA)				PROVINCE	1			×	ESIGNA	DESIGNATED CHA	N YONTREAL	EAL
ENDROIT: NATIO	NATIONAL (CANADA)				PROVINCE	1			Œ	RMR DESIGNEE	IGNEE		
OCCUPATIONAL GROUPS	TOP AND BOTTOM		ALL EMPLOYEES TOUS LES SALARIES	ARIES	ABORIGIANT	ABORIGINAL PEOPLES AUTOCHTONES		SS. W. D	PERS.W. DISABILITIES PERS. HANDICAPEES		HEMB. VI	VIS. MINORITIES MINOR, VISIBLES	ITIES
CATEGORIES PROFESSIONNELLES	S DE L'ECHELLE	9. TOTAL	H-H 7	N-F	TOTAL	H-H	W-F T	TOTAL	3 1-1	N-F T	TOTAL	#-E	N-F
CLERICAL WORKERS EMPLOYES DE BUREAU	\$40000 - \$44999 \$12500 - \$14999	COLF2 3 381 3 377	col.3 1022 1102 27227	COL \$ 4 2 7 9 2 6 7 9 2 6 7 9	1 1	00 9.700	1 1	COL. 8	COL.9 CO	3 §		33	COL.13
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SERVICE WORKERS EMPLOYES DU SECTEUR DES SERVICES	\$40000 - \$44999 \$15000 - \$17499	4 207 3 730 2 74	7 130 4 124 8 135	606 496 25	-~-		~	m		m	~~~	2	9 #
SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES F ARTISANS	\$45000 - \$49999 \$20000 - \$22499	4 1,550 2 1,550 1 44	6 1,540 3 185 4 43	000-	10	10		1 9 1	~6 +		~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	V60+- V60+-∨	-
SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES	\$40000 - \$44999 \$15000 - \$17499	4 580 3 680 2 107	6 673 7 74 1 26	*~wx	۲۰	~		-20-	150		NO	NO-N=	٧
OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	\$30000 - \$34999 \$15000 - \$17499	2200 CELC	8 112 9 112 7 24	mr4m					PT	-	-4-	-4	-
TOTAL NUMBER OF EMPLOYEES		8,029	9 5,906	2,123	32	9.2	9	60	16	12	256	197	65
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HRB502P2	10000	CATEGORIES	NAME OF BUSINESS: AIR CANADA BRAN.		ENDROIT: NATIONAL (CANADA)	TOP AND BOITOM OCCUPATIONAL GROUPS OF SALARY RANGE	CATEGORIES PROFESSIONNELLES DE L'ECHELLE DE REMUNERATION	1.000	UPPER-LEVEL MANAGERS CADRES SUPERIEURS	MIDDLE OR OTHER MANAGERS CARRES INTERVEDIAIRES ET	PROFESSIONALS PROFESSIONNELS	SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIANS	SUPERVISORS SURVEILLANTS	FORE MENVIONEN CONTREMATINES

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		NAME OF BUSINES	NOM DE L'ENTREPRISE	LOCATION	ENDROIT:	000	CATEGORIES PROFESSIONNEL	Ē		£	H.	TRA	SEMI-SKILLED MANUAL WORKEI TRAVAILLEURS MANUELS SPECIALISES	AUTRES	TOTAL NUMBER NOMBRE TOTAL	

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AIR CANADA	OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	CANADA) PROVINCE -	CANADA) PROVINCE -
				AIK CANAUA	NATIONAL (CANADA)	NATIONAL (CANADA)
HRB502P2			NAME OF BUSINESS:	NOM DE L'ENTREPRISE:	LOCATION:	ENDROIT:

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OCCUPATIONAL GROUPS	OF SALARY RANGE	*	TOUS	TOUS LES SALARIES	E E S A R I E S	ABORI	TOCHTON	EOPLES	PERS. W.	DISABI	ABORIGINAL PEOPLES PERS.W. DISABILITIES NEMB. VIS. WINORITIES AUTOCHTONES PERS. MANDICAPEES NEMB. MINOR. VISIBLES	MEM3.	VIS. 41	NORITIE VISIBLE
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UPPER-LEVEL MANAGERS	\$70000 - +	কল:		- E										
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PROFESSIONALS	+ - 00002\$	4mi	~+	~-										
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SUPERVISORS	\$50000 - \$54999	4mr	110	92	18				-	-		₩	2	-
SURVEILLANTS	\$17500 - \$19999	·	-		-							-		-

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRÉSENTE LES SALAIRES DU QUART LE PLUS ELEVE

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	OCCUPATIONAL GROUPS: PERMANENT FULL-TIME EMPLOYEES CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PLEIN	JPATE ES PR	OCCUPATIONAL GROUPS ORIES PROFESSIONNEL	OUPS :	PERMAN 1 SALA	PERMANENT FULL-TIHE EMPLOYEES S SALARIES PERMANENTS A TEMPS	-TIME E	MPLOYEE A TEMP	S PLEI		FORMULAIRE	AIRE 2	PART A	P.2
NAME OF BUSINESS: NOM DE L'ENTREPRISE;	CANADA INDI	INDUSTRIAL Branche D'	INDUSTRIAL SECTOR: BRANCHE D'ACTIVITE:		AIR TRAINDUSTR	AIR TRANSPORT INDUSTRIES Industries du transport Aerien	RANSPOR	ES T AERIE	2		PERI	REPORTING PERIOD: PERIODE DE RAPPORT:	ERIOD: RAPPORT	1989
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OCCUPATIONAL GROUPS	TOP AND BOTTOM	•	TOUS	ALL EMPLOYEES TOUS LES SALARIES	ARIES	ABORIG	INAL PE	OPLES P	ERS. W.	ABORIGINAL PEOPLES PERS.W. BISABILITIES AUTOCHTONES PERS. HANDICAPEES		MEMB. VIS. MIMORITIES MEMB. MINOR. VISIBLES	S. MING	RITIES
CATEGORIES PROFESSIONNELLES	S DE L'ECHELLE DE REMUNERATION	•	TOTAL	H - H	N-F	TOTAL	I - I	N-13	TOTAL	H-H	3	TOTAL	# #	3
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EMPLOYES DE BUREAU	\$15000 - \$17499	~~	100	, NNM	****				~~	N=	-	<u>~</u>	= =	4 0 M
SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	\$15000 - \$17499	4m0+	2000 2000 2000 2000	305	501				£ 80+	o	۰	4 <u></u> 0	0·me	10
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SKILLED CRAFTS AND FRADES WORKERS TRAVAILLEURS GUALIFIES ET ARTISANS	\$50000 - \$54999 \$20000 - \$22499	2MN=	13.945 13.945	14945	~~				-60	-00		25%	223	
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TRAVAILLEURS MANUELS SPECIALISES	\$15000 - \$17499	~-	263	201	222				~-	۲		w.∻ 	200	m2
OTHER MANUAL WORKERS	\$27500 - \$29999	4M	45	45	~							9	9	
AUTRES TRAVAILLEURS MANUELS	\$15000 - \$17499	N-	210	133	11	~	•	-	-	-		8.7	63	58
TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES			7,010	4,567	2,443	٥	2	7	2.0	63	21	687	347	142

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE HOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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FORE MEN/WOMER CONTREMAITRES

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PLUS ELEVE THE HIGHEST SALARY QUARTER 4 REPRESENTE LES SALAIRES DU QUART LE REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO REPRESENTE LES SALAIRFS DU QUART LE MOINS ELEVE?

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TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES	90 71 19 * 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO 1 REPRESENTE LES SALAIRES DU QUART LE HOINS ELEVE;	90 E LOWEST SA	71 LARY QUA	19 RIER? 4	REFERS	TO THE	HIGHES PRESEN	2 FE LES	2 QUARTE	R DU QUART L	2 2 1 1 1 THE HIGHEST SALARY QUARTER 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE	

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NAME OF BUSINESS: LOCATION: ENDROIT: OCCUPATIONAL GROUPS OF CATEGORIES PROFESSIONNELLES DE UPPER-LEVEL MANAGERS CADRES SUPERIEURS CADRES SUPERIEURS PROFESSIONALS PROFESSIONALS PROFESSIONALS PROFESSIONALS FROFESSIONALS	AIR CANADA OCCUPATIONAL GROUPS : PERMANE CATEGORIES PROFFSSIONNELLES : SALAR INDUSTRIAL SECTOR: AIR TRAN RAND BOTTOM CANADA) (CANADA) (CANADA) AND BOTTOM RANGE * TOUS LES SALARIES **L'ECHELLE REWINNERATION COL.2 COL.3 COL.4 **ACCUPATIONAL GROUPS : PERMANE **COL.1 H-H W-F REWINNERATION COL.2 COL.3 COL.4 **ACCUPATIONAL GROUPS : PERMANE **ACCUPAT	S	FORM FORMULAIRE PARTIE B REPORTING PERIOD: 1989 PERIODE DE RAPPORT: 1989 ARMR DESIGNATED CMA REGINA X RMR DESIGNE W-F TOTAL M-H W-F COL.10 COL.11 COL.12 COL.13
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* I REFERS TO THE LOWEST SALARY QUARTER? 4 REFERS TO THE HIGHEST SALARY QUARTER * I REPRÉSENTE LES SALAIRES DU QUART LE MOINS ELEVE? 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

	PART B P.2 A TEMPS PARTIEL FORMULAIRE PARTIE B P.2	REPORTING PERIOD: 1989 PERIODE DE RAPPORT:	DESTGNATED CMA RMR DESTGNEE REGINA	PERS. W. DISABILITIES MEMB. VIS. MINORITIES PERS. HANDICAPEES HEMB. MINOR. VISIBLES TOTAL M-H W-F COL.8 COL.9 COL.10 COL.11 COL.13					-		CT CALARY DIRECTED
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			AIR CANADA	NATIONAL (CANADA)	NATIONAL (CANADA)
		NAME OF BUSINESS:	NOM DE L'ENTREPRISE:	LOCATION:	Support :

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EOPLES ES	N-F	COL.7	
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ES	N-1	COL.4	
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* 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * 1 REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

1989 ABORIGINAL PEOPLES PERS. W. DISABILITIES MEMB. VIS. MINORITIES AUTOCHTONES PERS. HANDICAPEES MEMB. MINOR. VISIBLES COL. 13 4-N EDMONTON PARTIE A PERIODE DE RAPPORT: COL.10 COL.11 COL.12 PART A REPORTING PERIOD: W-F TOTAL M-H DESIGNATED CMA ~ RMR DESIGNEE FORMULAIRE × COL.9 H-H CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN TOTAL C 0L . 8 OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES INDUSTRIES DU TRANSPORT AERIEN COL. 2 N-F AIR TRANSPORT INDUSTRIES 601.6 H-H PROVINCE PROVINCE COL. 5 TOTAL 2 141 ALL EMPLOYEES TOUS LES SALARIES N-F COL 1000 262 529 H-H BRANCHE D'ACTIVITE; INDUSTRIAL SECTOR: COL 43 TOTAL 109 10 370 ď TOP AND BOTTOM
OF SALARY RANGE
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TRAVAILLEURS QUALIFIES ET ARTISANS TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL DES SALARIES CLERICAL WORKERS MPLOYES DE BUREAU SALES WORKERS
EMPLOYES DU SECTEUR
DE LA VENTE SERVICE WORKERS

EMPLOYES DU SECTEUR

DES SERVICES OCCUPATIONAL GROUPS NOM DE L'ENTREPRISE; NAME OF BUSINESS; LOCATION: ENDROIT:

REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAJRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAJRES DU QUART LE PLUS ELEVE

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ESS:		TOP AND BOTTOM OCCUPATIONAL GROUPS OF SALARY RANGE HAXAET MIN CATEGORIES PROFESSIONNELLES DE REMUNERTION COL.1
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NAME OF BUSINESS: NOM DE L'ENTREPRISE:	LOCATION: ENDROIT:	CAT

PART B

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OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES

AIR CANADA

UPPER-LEVEL MANAGERS CADRES SUPERIEURS

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MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	PROFESSIONALS PROFESSIONAELS	SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET TECHNICIENS	SUPERVISORS	FOREMEN/HOMEN CONTREMAITRES

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER OUART LE PLUS ELEVE: 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE: 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE:

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	ONAL (CANADA) ONAL (CANADA)	TOP AND BOTTOM OD SALARY RANGE ** NAXE FEHELLE DE REMUMERATION	\$15000 - \$17499 4 \$7500 - \$9999 1	4WAL 4WAL	2500 - 00278
NAME OF BUSINESS: NOM DE L'ENTRFPRISE: AIR CANABA	LOCATION: NATION ENDROIT: NATION	ELLES	EMPLOYES DE BUREAU SALES WORKERS EMPLOYES DU SECTEUR DE LA VENTE	EMPLOYES DOUSECTEUR DES SENTEUR SESTEED CPATS AND TRACE OF MORKERS TRACEURS OUALIFIES	SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES AUTRES TRAVAILLEURS MANUELS

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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TOTAL NUMBER OF EMPLOYEES NOMBRE TOTAL OFS SALARIES

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	CA	NAME OF BUSINESS: AIR CAMADA	NOM DE L'ENTREPRISE:	

DESIGNATED CMA RMR DESIGNEE PROVINCE -PROVINCE NATIONAL (CANADA) NATIONAL (CANADA) LOCATION: ENDROIT:

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H-H

W-F TOTAL

ABORIGINAL PEOPLES PERS. W. DISABILITIES MEMB. VIS. WINDRITIES AUTOCHTONES PERS. HANDICAPEES MEMB. WINDR. VISIBLES COL.8 TOTAL COL.5 COL.6 COL.7 N-F ±-# TOTAL COL. 4 N-F TOUS LES SALARIES H-H TOTAL 0 OCCUPATIONAL GROUPS OF SALARY TRAGE
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MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES

PROFESSIONALS PROFESSIONNELS

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UPPER-LEVEL MANAGERS CADRES SUPERIEURS

\$35000 - \$39999

SEMI-PROFESSIONALS AND TECHNICIANS SMIT-PROFESSIONNELS ET ECHNICIENS

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SUPERVISORS

666778 - 0000078 666778 - 0000078 \$35000 - \$39999

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* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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	CATEGOR IN BR	ATIONAL (CANADA) ATIONAL (CANADA)	OCCUPATIONAL GROUPS OF SALARY RANGE NAX. ET MIN CATEGORIES PROFESSIONNELLES DE TECHNICATION	\$35000 - \$39999 \$17500 - \$19999	\$225500 - \$24999	\$35000 - \$39999 \$17500 - \$19999	\$45000 - \$49999 \$35000 - \$39999	\$35000 - \$39999 \$20000 - \$22499			REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE
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		NAME OF BUSINESS:	NOM DE L'FNIRFPRISE:	LOCATION:	ENDROIT:		000	CATEGORIES PROFESSIONNELLES DE L'ECHELLE		UPP	
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OR OTHER MANAGERS INTERMEDIATRES ET CADRES

MIDDLE CADRES AUTRES SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET

SUPERVISORS

CONTREMEN/WOMEN

PROFESSIONALS PROFESSIONNELS

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OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES	CATEGORIES PROFFSSTONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN
OCCUPATIONAL GROUPS :	CATEGORIES PROFFSSTONNELLES	INDUSTRIAL SECTOR:	BRANCHE D'ACTIVITE:
		A T G C A LI A LI	200
			ISE: "
		F BUSINESS:	L'ENTRFPRISE:
		0 6	64.5

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PARTIE 8

PART

ERIOD:

1989

APPORT:

PERS.W. DISABILITIES MEM9. VIS. WINORITIES PERS. HANDICAPEES MEM9. WINOR. VISIBLES COL.10 COL.11 COL.12 COL.13 CALGARY H-M DESIGNATED CMA RMR DESIGNEE TOTAL W-F 6.100 H-H C OL . 8 TOTAL ABORIGINAL PEOPLES AUTOCHTONES C 01. 7 4-3 H-F PROVINCE TOTAL H-F TOUS LES SALARIES H-H TOTAL 0 ł OCCUPATIONAL GROUPS

OF SALARY RANGE
ANX. ET MIN.
ET MIN.
CATEGORIES PROFESSIONNELLES DE L'ECHELLE
DE REMUNERATION
COL. NATIONAL (CANADA) ENDROIT:

PROVINCE

NATIONAL (CANADA)

LOCATION:

0 NOM DE NAME

9.103 COL. 5 2002 \$. 103 COL.3 5.100 100 - \$17499 6666\$ ě \$15000 \$7500 CLERICAL WORKERS EMPLOYES DE BUREAU EMPLOYES WORKERS
EMPLOYES DU SECTEUR
DE LA VENTE

SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS SERVICE WORKERS
EMPLOYES DU SECTEUR
DES SERVICES

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES OTHER MANUAL WORKERS AUTRES TRAVAILLFURS MANUELS

NOMBRE TOTAL DES SALARIES

4mn=

4 2

52

QUART LE PLUS ELEVE REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER REPRESENTE LES SALAIRES OU

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HIR CANADA

•	-	0	404	
FORM PART A	FORMULAIRE PARTIE A F.	REPORTING PERIOD:		
OCCUPATIONAL GROUPS : PERMANENI FULL-TIME EMPLOTEES	CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	
		9 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	£	
		NAME OF BUSINESS:	NOM DE L'ENTREPRISE:	

	ANNI ODAER	
DESIGNATED CMA	RMR DESIGNEE	
PROVINCE -	PROVINCE -	
NATIONAL (CANADA)	NATIONAL (CANADA)	
LOCATION:	ENDROIT:	

OCCUPATIONAL GROUPS	TOP AND BOTTOM	BOTT	NGE .	-	OUSL	ALL EMPLOYEES TOUS LES SALARIES	RES	ABORI	GINAL	EOPLES	ABORIGINAL PEOPLES PERS.W. DISABILITIES AUTOCHTONES PERS. HANDICAPEES	DISABI ANDICAP	LITIES EES	MEMB. VI	VIS. WINORITIES MINOR. VISIBLES	SIBLES
CATEGORIES PROFESSIONNELLE	LLES DE L'EC	E L'ECHELLE		0. 10	TOTAL	I - E	N-F	TOTAL	H-H	N-F	TOTAL	#-#	N - F	TOTAL	#-#	F - F
	COL.	7	0	00	col.2	COL.3	\$. Jo 3	COL. 5	0°703	COL.7	C 01.8	6.100	COL.10	COL.9 COL.10 COL.11 COL.12 COL.13	COL.12	COL.13
UPPER-LEVEL MANAGERS	- 00000/\$	+	41		-											
CADRES SUPERIEURS	\$70000	+	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			⊶ €1								-	-	
	- 000001	+	3"		2	~										
MIDDLE OR OTHER MANAGERS CADRES INTERMEDIAIRES ET AUTRES CADRES	845000 - 849999	5678 -	999	••	23	22	-									
PROFESSIONALS PROFESSIONNELS			100 miles		•											
	240000 - 244999	775 -	^^		-		-									
SEMI-PROFESSIONALS AND	- 000001	+	400		52	552	,	-	-		2	~		•	-	
SEMI-PROFESSIONNELS ET	\$35000 - \$39999	- \$399	666		34	33										
	\$50000 - \$54999	\$ 546	7 666			-	-									
SURVEILLANTS	666778 - 000078	\$ 449	666		28	22	m-0							*	m	
	\$50000 - \$54999	. \$549	666		~ ~	50										
CONTREMAITRES	\$27500 - \$29999	62\$ -	666		\mathcal{m} \cdots		-							-	-	

* 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * 1 REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

PERIODE DE RAPPORT: PARTIE PART A REPORTING PERIOD: FORMULAIRE CATEGORIES PROFESSIONNELLES : SALARIES PERMANENTS A TEMPS PLEIN OCCUPATIONAL GROUPS : PERMANENT FULL-TIME EMPLOYEES INDUSTRIES DU TRANSPORT AERIEM AIR TRANSPORT INDUSTRIES BRANCHE D'ACTIVITE: INDUSTRIAL SECTOR: AIR CANADA NOM DE L'ENTREPRISE: NAME OF BUSINESS:

1989

P.2

DESIGNATED CMA

PROVINCE PROVINCE

NATIONAL (CANADA) NATIONAL (CANADA)

LOCATION:

ENDROIT:

VANCOUVER RMR DESIGNEE

ABORIGINAL PEOPLES PERS.W. DISABILITIES MEMB. VIS. WINDRITTES AUTOCHTONES PERS. HANDICAPEES MEMB. WINDR. VISIBLES COL.10 COL.11 COL.12 COL.13 N-F H-H W-F TOTAL 60100 H-H TOTAL COL. 8 COL . 7 N-F COL. 6 H-H 5.100 TOTAL COL. 4 ALL EMPLOYEES TOUS LES SALARIES H-F HIL TOTAL OCCUPATIONAL GROUPS OF SALARY PANGE MAX. ET MIN CATEGORIES PROFESSIONNELLES DE L'ECHELLE \$35000 - \$39999 CLERICAL WORKERS
EMPLOYES DE BUREAU

\$20000 - \$22499

666978 -0000058

\$24999 844999 \$19999 1 \$22500 \$ 40000 \$17500 SALES WORKERS
EMPLOYES DU SECTEUR
DE LA VENTE

225

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SERVICE WORKERS
EMPLOYES DU SECTEUR
DES SERVICES

SKILLED CRAFTS AND TRADES WORKERS TRAVAILLEURS QUALIFIES ET ARTISANS

245 15 50 50 44

\$ 34999

1

- \$39999 \$17499 666628 -- \$17499

\$ 35000

\$4999

845000 \$ 30000

SEMI-SKILLED MANUAL WORKERS TRAVAILLEURS MANUELS SPECIALISES

OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS

\$15000 \$27500 \$15000

OF EMPLOYEES DES SALARIES

TOTAL NUMBER NOMBER

648 1,701 1,053

18

32

7.0

9

* I REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER I REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

CATEGORIES PROFESSIONNELLES: SALARIES PERMANENTS A TEMPS PARTIEL FORMULAIRE PARTIE B 100 INDUSTRIES OU TRANSPORT AERIEN PERIODE DE RAPPORT: 1989	DNAL (CANADA) PROVINCE - X RMR DESIGNEE VANCOUVER ONAL (CANADA)	TOP AND BOTTOW ALL EMPLOYEES ABORIGINAL PEOPLES PERS. W. DISABILITIES MENG. VIS. VINORITIES OF SALARIES AUTOCHTONES PERS. HANDICAPEES MENG. WINOR. VISIBLES DE L'ECHELLE Q. TOTAL M-F TOTAL M-F TOTAL M-H W-F TOTAL M-H W-F COL. COL. 10 COL. 11 COL. 12 COL. 13 COL. 4 COL. 5 COL. 6 COL. 7 COL. 8 COL. 9 COL. 10 COL. 11 COL. 12 COL. 13		√MU• ✓	\$ holonom	な かのモ
OCC CATEGORI IND AIR CANADA BRA	NATIONAL (CANADA) NATIONAL (CANADA)	TOP AND BOTTOM OF SALARY RANG! MAX. ET MIN HELLES DE L'ECHELLE COL.	S	S E T S		AND
HRBSD2P2 NAME OF RUSINESS: AI	LOCATION: ENDROIT:	TOP AND BOTTOM OCCUPATIONAL GROUPS OF SALARY RANGE MAX. ET MIN. CATEGORIES PROFESSIONNELLES DE L'ECHELE CATEGORIES PROFESSIONNELLES DE REMUNERATION	UPPER-LEVEL MANAGERS CADRES SUPERIEURS	MIDDLE OR OTHER MANAGERS CADRES INTEPWEDIAIRES ET AUTRES CADRES	PROFESSIONALS PROFESSIONNELS	SEMI-PROFESSIONALS AND TECHNICIANS SEMI-PROFESSIONNELS ET

AIR CANADA

* 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARRES DU QUART LE PLUS ELEVE 1 REPRESENTE LES SALAIRES DU QUART LE MOINS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE

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FOREMEN/WOMEN CONTREMAITRES

SUPERVISORS

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	FORM , PART B	FORMULAIRE PARTIE B F.2	REPORTING PERIOD:	PERIODE DE RAPPORT:	DESIGNATED CMA	DODENA LINE COLOR OF COLOR
AIR CANADA	OCCUPATIONAL GROUPS : PERMANENT PART-TIME EMPLOYEES	CATEGORIES PROFFSSIONNELLES : SALARIES PERMANENTS A TEMPS PARTIEL	INDUSTRIAL SECTOR: AIR TRANSPORT INDUSTRIES	BRANCHE D'ACTIVITE: INDUSTRIES DU TRANSPORT AERIEN	CANADA) PROVINCE -	
				AIR CANADA	NATIONAL (CANADA)	
P.2			F BUSINESS:	L'EVIRFPRISE:	0N:	

× ×		
DESIGNATED CMA	RMR DESIGNEE	
PROVINCE -	PROVINCE -	
NATIONAL (CANADA)	NATIONAL (CANADA)	
LOCATION:	ENDROIT:	

TOP AND BOTTOM OCCUPATIONAL GROUPS OF SALARY RANGE * T MAX.ET MIN. CATEGORIES PROFESSIONNELLES DE L'ECHELLE Q. TO COTEGORIES PROFESSIONNELLES DE REMONERATION COT	CLFRICAL WORKERS 3 EMPLOYES DE BUREAU 1	SALES WORKERS EMPLOYES DU SECTEUR \$10000 - \$12499 1	SERVICE WORKERS EMPLOYES NU SECTEUR 1 1	SKILLED CPAFIS AND TRADES WORKERS TRAVAILLEURS GUALIFIES 1	SEMI-SKILLED MANUAL WORKERS TRAVAILLED MANUELS \$7500 - \$9999 1	OTHER MANUAL WORKERS AUTRES TRAVAILLEURS MANUELS	TOTAL NUMBER OF EMPLOYEES	S SALANILS * 1 REFERS TO THE LOWEST SALARY QUARTER; 4 REFERS TO THE HIGHEST SALARY QUARTER * 1 REPERSENTE LES SALAIRES DU QUART LE PLUS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE; 4 REPRESENTE LES SALAIRES DU QUART LE PLUS ELEVE;
ALL EMPLOYEES TOUS LES SALARIES TOTAL M-H W-F COL.2 COL.3 COL.		21 1			1 . 1		100 37	I SALARY QU IRES DU QUA
ARIES W-F COL.4		20 20 34					63	ARTER: 4
ABORIGINAL PI AUTOCHTON TOTAL M-H COL.S COL.6								REFERS TINS ELEVE
ABORIGINAL PEOPLES PERS.W. DISARILITIES AUTOCHTONES OTAL M-H W-F TOTAL M-H W-F OL.5 COL.6 COL.7 COL.8 COL.9 COL.16								O THE HIG
S PERS. W. TOTAL								HEST SALA
DISARIL IANDICAPE M-H COL.9								RY QUART
								S DU QUART
MEMB. VIS. WINDRITIES MEMB. WINDR. VISIBLES TOTAL M-H W-F COL.11 COL.13		4			2 2		6 2	LE PLUS E
ISIBL W-F COL.		4					7	EVE











